



DISABILITY ACCESS AND INCLUSION PLAN

January 2021

Easy-Read Version

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What is the Disability Access and Inclusion Plan?



The paper you are reading now is the City of Holdfast Bay's Disability Access and Inclusion Plan.

The City of Holdfast Bay wrote this Plan.

This plan goes from 2020 to 2024.

In 2024 the City of Holdfast Bay will make a new plan.

The City of Holdfast Bay is part of the South Australian government that looks after the parks and buildings in our council area.

When you read the words, '**access and inclusion**', we mean things that belong to the City of Holdfast Bay that can be used by everyone who lives, works or visits the city, especially people with disability.

When you read the words '**we**', '**us**' or '**our**', it means the City of Holdfast Bay, which is also called '**council**'.

When you read the word '**council**' it means the people who manage the city.

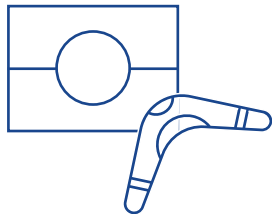
When you read the words, '**the city**', that also means the City of Holdfast Bay.

When you read the word '**you**', it means the person who is reading this document.

When you read the words, '**SA**', it means South Australia.

When you read the word '**DAIP**' we mean this Disability Access and Inclusion Plan.

This DAIP is written in two parts – part one is about how the DAIP was made, part 2 is about what the City of Holdfast Bay will do to make life better for everyone who lives and works here.



Respect for Aboriginal People

We know that Aboriginal people are the first people who lived on our land.

We respect that they were the first people to live and use the land and water.

The Aboriginal cultures, beliefs, languages, and law are very important.

Aboriginal people who have a disability and are living, or working, or visiting this city are included in every part of this DAIP.

Message from the Mayor



This DAIP shows our promise to make the city of Holdfast Bay friendly and welcoming, so that everyone can enjoy using the places and things this city provides.

We especially want to make the city of Holdfast Bay better for people with disability.

We hope that all of you who live and work in the city feel like you belong here.

We also want to make it safe and easy for you to tell us what you think about the places and things in the city.

We talked to a lot of people who live and work in the city when we were writing this DAIP. By talking to people, we learned that council has already done some things to make the city better for people with a disability, but we need to do a lot more.

We fully support this DAIP as part of the council's promise to make the City of Holdfast Bay better for people with disability. We hope that everyone who lives and works in this city supports this DAIP too.

Amanda Wilson

Mayor

PART 1. Making a Disability Access and Inclusion Plan (DAIP)

1.1 Why we made the DAIP



We all want to be part of a group like a family. We all want to live a good life.

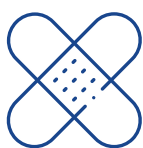
Living a good life means we can:



- Go to school



- Get a job



- Go to the doctor when we feel sick



- See friends and family



- Have a house to live in



- Go to court if bad things happen to us

Some people with a disability have trouble getting all these things.

We want people with disability to live a good life too. That is why we made this DAIP.

The City of Holdfast Bay got ideas from lots of other government laws when writing this DAIP. Some of these laws also protect the rights of people with disability. Rights are rules about what people can do or have.



In this DAIP, some of the laws we followed that protect people with disability are:

- The United Nations Convention on the Rights of People with Disability. We call it the UN Convention for short. This law makes sure that people with disability all over the world are safe and treated with respect and dignity.
- Disability Discrimination Act 1992 (that is the year it first became law) This law protects people with disability living in Australia.
- Disability Inclusion Act (2018) SA. This is a law only for people with disability who live in South Australia.

There is also a copy of this DAIP with all the difficult words on our website www.holdfast.sa.gov.au.

If you want to read this DAIP in other languages or in an alternative format, please send us an email to: mail@holdfast.sa.gov.au or call us on **8229 9999** and ask to talk to someone about The city's Disability Access and Inclusion Plan.

You are always welcome to give us feedback about what's working and what's not good about this DAIP. All our contact details are at the end of this DAIP.



What is a Disability?

A disability is when a person needs some help to join in their community because they have trouble:

Hearing, or

Seeing, or

Using their arms and legs, or

Understanding things, or

Thinking straight because they feel sad, angry, worried, or scared.

This DAIP is a plan that shows how the City of Holdfast Bay can make things easier for people with disability to join our community.

Why do we need a DAIP?



In SA we have a law called the Disability Inclusion Act 2018. We call it the Act.

The Act is about making SA more accessible.

The City of Holdfast Bay has to follow the Act to make sure that people with disability are treated fairly when they're living, working or visiting our city.

1.2 How many people have a disability in the City of Holdfast Bay?



Almost half of all the people living in the City of Holdfast Bay need some help to participate in the community.

Not everyone who needs help in the community have a disability. Some people need help because they are getting older and can't do the things they used to do before.

1.3 How the City of Holdfast Bay made this DAIP

We did a lot of work to make this DAIP.
Here is some of the work we did:



- Read lots of books and papers about making Disability Action and Inclusion Plans.



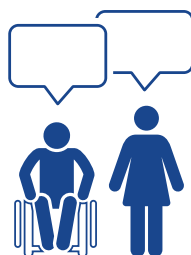
- Got information about the people living in the city – things like how many people have a disability in the city and how old are they?



- Did surveys with the community. A survey is a list of questions for people to answer.

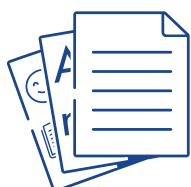


- Talked with staff and management of the City of Holdfast Bay. Management are the people who help to run the city.
- Talked with people with disability and their carers.



Our Promise

There are things we promise to do to make this plan happen. These things are:



- Make sure that people with disability have a say about the DAIP.
- Make the DAIP available in different formats like easy English and big print.
- Give this DAIP to the Australian Human Rights Commission.





- Make sure this DAIP is making life better for people with disability who live or work in the city.



- Make sure there's enough money to make the DAIP work.



- Make sure that the city makes decisions that will make this DAIP work.



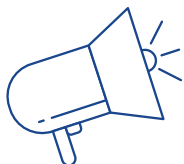
- Tell people what's going to be done in this DAIP and when it will be done.



- Check how the DAIP can be made better.

- Every year tell the SA Department of Services how the DAIP is going.

- Make a new DAIP every four years.



- Tell everyone who works at the city about the DAIP.



- Make sure that people with a disability can go to events organised by the city.

- Make sure that people with a disability can get around in the city and read all the information.

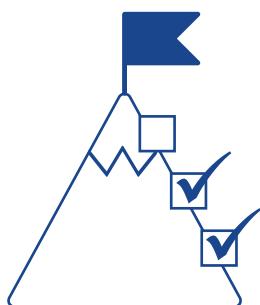


- Make sure that some people with a disability have a job at the city.



- Stop discrimination against people with disability in the city. Discrimination is when people who don't have a disability are mean to people who have a disability.

PART 2. What things we will do for our DAIP



We have 12 big goals for our DAIP.

We have a list of actions to make sure each of our 12 goals happen.

Actions are things we will do to reach our goals.

Here are our goals and actions:

1. **Make sure people with a disability can join our community**

To do this we will:



- Put hearing loops in council chambers at Glenelg and in the Kingston Room at Brighton.
- Hearing loops make voices louder for people who can't hear well.
- Let people listen to recordings of our council meetings if they ask for it.
- Council meetings are where important decisions about the city are made.
- Make sure that our policies and procedures are easy to read and understand and available in different formats like easy English and big print.

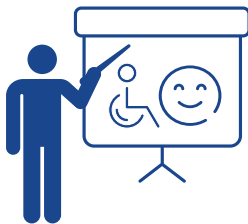
Policies and procedures are what the city promises to do and how it will make those promises happen.



This DAIP is one of the city's policies and procedures.

- Make sure all other papers that we write are also available in ways that everyone can read them.
- Think about putting a lift in Brighton Civic Centre.
- Make sure the walkways in all the buildings that we own are safe and big enough for wheelchairs to pass.

2. Teach people that disability is not a bad thing.



To do this we will:

- Put details of where our public toilets are on our website, so more people can find them.
- Make sure that our rules for making new buildings include disability access.
- Make sure that our street signs and other signs are easy to see and read.
- Make sure that people with disability can go to our events.
- Tell the people who organise events about the Companion Card so that people can take a carer with them to events.
- Tell the people who live in the city why it's important to keep footpaths clear.
- Make sure that the trees owned by the city don't grow over the roads and footpaths.
- Think about moving the information computer in the Civic Centre to a spot where it's easier to see.

3. We will respect the rights of people with a disability.



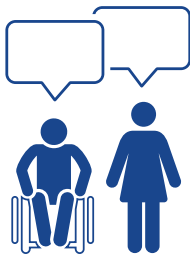
To do this we will:

- Make sure that everyone who works at the city and all the people who make the rules for the city know about the DAIP.
- Make sure that only people with a disability with ACROD permits can park their car in the accessible car parks.

ACROD permits are stickers people can stick on their car to show that they are allowed to park in accessible parking spots.

- Think about holding a festival for people with disability that everyone can go to, even people who don't have a disability.
- Tell other people and businesses who make new buildings to make sure their buildings have disability access.

4. We promise to let people with disability have their say when we make important decisions about the city.



To do this we will:

- Invite people with a disability to join a group called 'Inclusive Communities' to help us make decisions about our work.
- Make sure that the forms and papers that we give to the 'Inclusive Communities' group are all easy to read and understand.
- Tell people who run a business in the city how important it is to make sure that people with disability can also buy the things they are selling.

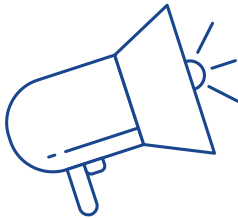
5. We will be a good example for including people with a disability.



To do this we will:

- Make sure all the actions in this DAIP are done.
- Tell everyone in the city about this DAIP.
- Make sure that new buildings only get built if they include access needs like accessible toilets.

6. We will share information about the city with people with a disability.



To do this we will:

- Let people with disability know about our plans for the city and give all people a chance to have their say.
- Change our rules about making a complaint to make it easier for people with disability to tell us if someone treats you badly.

7. We will use universal design.



Universal design means we will think about what everyone needs when we do our work.

To do this we will:

- Get some of our staff to learn about universal design and teach the rest of the people who work for the city.
- Make sure some staff do a course on universal design every year so that they know when there are new ways to make life better for people with disability.

- Make rules about universal design that people have to follow when they're making new buildings.
- Make sure that the people who make the rules for the city always think about universal design when they make decisions about the city.
- Make sure that the rules about making playgrounds for children also include activities and toys for children with a disability.

8. We will make it easy for people with disability to get information about the city.

To do this we will:



- Make sure that everyone can use our website.
- Put more symbols on our website to make it easier for people to understand what we're saying.
- Make sure that information for people with disability, like accessible playgrounds, parking, and toilets, is on the city's website.
- Think about making a phone app that shows where all the city's accessible toilets, parking and playgrounds are.
- Put programs on some of the computers in the libraries to make the computers talk and make the writing on the screen bigger. This will help people who are blind or can't see well.
- Provide other things to help people who can't see well, like glasses that make things bigger and keyboards with big buttons so people can read the writing on them.
- Send important information from the city to people, like newsletters and bills, by email so that people who can't read print writing can still read the information.

9. We promise that all our services can be used by everyone.

To do this we will:



- Make sure our community grants include the needs of people with disability.

A community grant is money the city gives to people to do activities for the city.



- Write a plan to make sure all the city's footpaths and road crossings can be used by people with a disability and make sure there is enough money to make the plan happen.



- Make sure there is a clear path that people with disability can use around cafes and restaurants that put chairs, tables and signs outside.



- Move plants and other objects away from the middle of the footpaths.
- Make a plan to get all the buildings owned by the city checked to see how usable they are by people with a disability.



- Check that we know how to help people with a disability if bad things happen to them in the city.



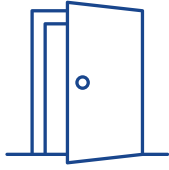
- Check how many beaches in the city people with a disability can access.



- Make places in buildings where people can recharge their gophers.



- Count how many accessible car parks there are in the city to see how many more are needed.



- Fix the doors in our buildings so that people with disability can get in and out easily.



- Make sure that people with disability can get help from our help desks.



- Make sure that the ground around our water fountains is safe so people don't slip and fall.
- Cut down trees that cause safety problems in the city.

10. We will make it easier for people with disability to learn at school, or TAFE, or university.



To do this we will:

- Get all the people who work for the city and other important people in our community to learn about this DAIP.
- Apply for grant money to get people in our city to learn how to use electric scooters safely.

Grants are amounts of money given to organisations or community groups to do an activity.

- Think about getting our staff to do Mental Health First Aid training so they know what to do if someone is feeling sad, angry, or scared.

11. We will give people with a disability a chance to improve their job skills by doing voluntary work.



Voluntary work is where people do some work for free while learning new skills.

To do this we will:

- Make sure our rules around voluntary work include the needs of people with a disability.
- Try to get people with a disability to do some voluntary or paid work at the city.

12. We will improve the chances of people with disability to get a job and support them to work.



To do this we will:

- Apply for grant money to give grants to our community to help people with disability get jobs.
- Tell disability employment service providers when a job comes up at the city.
- Make rules for our staff so that they don't discriminate against a person with disability who wants to work with us.
- Make sure that the rules we already have about employing people don't discriminate against people with disability.
- Get our staff to do disability awareness training so they feel comfortable to work with a person who has a disability.
- Make sure that people with a disability who work with us get all the help they need.

Contact Details

Here are our contact details if you want to talk to us about this DAIP:



You can visit us at

**Brighton Civic Centre,
24 Jetty Road, Brighton**

We are open from 8.30am – 5pm,
Monday to Friday (but not on Public Holidays)



Or you can phone us on: **(08) 8229 9999**
and ask to talk to someone about the
city's Disability Access and Inclusion Plan.



Or you can send us an email at:
mail@holdfast.sa.gov.au



Or you can post a letter to us.
Our address is:

**Attention: DAIP
City of Holdfast Bay
PO Box 19
BRIGHTON SA 5048**



Visit our website for more information
about the City of Holdfast Bay.
Our website address is:
www.holdfast.sa.gov.au

