

Women's and Children's Health Network (WCHN) DRAFT Disability Access and Inclusion Plan and Autism Strategy Action Plan 2026-2031

Thank you for taking the time to review the Women's and Children's Health Network (WCHN) draft Disability Access and Inclusion Plan (DAIP) and Autism Strategy Action Plan (ASAP) 2026-2031. The plan is made up of 4 domains or focus areas, and each contains priority areas or commitments. measures and WCHN measures are listed under each of these priority areas.

You are receiving this draft because you:

- are a consumer, patient or staff member of WCHN
- are a partner of WCHN
- are a non-government organisation who work in areas addressing disability access and inclusion and autism
- have opted to provide feedback via YourSAy consultation.

Before you read the documents and provide feedback via YourSAy, please note:

1. The final version of the DAIP and ASAP will include an introduction with information including definitions and the aim and vision of these plans.
 - a. These plans are informed by and in some cases are specifically designed to deliver on the state plans, which were extensively consulted on during their development.
2. WCHN is committed to embedding co-design into our service planning. We started our co-design process for the DAIP in 2024, and it continued with co-design workshops in 2025 for the DAIP and ASAP. The actions in these plans are of a high level and work groups will be set up with consumers so that that the detailed implementation actions are co-designed with lived experience at their heart.
3. This document starts with the DAIP, and includes actions which could apply to a range of disabilities. The second part of the document, the annexure, is the ASAP, which specifies actions to improve access and inclusion for autistic people.

4. The Department for Human Services has set some measures which all state authorities are required to use to report on their DAIP actions.
 - a. By comparison, the ASAP actions are set by the State Autism Strategy, and WCHN is required to identify measures.
5. An Easy Read document will be developed as another way for people to provide feedback. This will be made available during the public consultation period.

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DAIP actions table

Domain 1: Inclusive environments and communities

Objective: To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.

Priority Areas for Domain 1

- 1 Active participation
- 2 Inclusive communities and attitudes
- 3 Universal Design
- 4 Accessible facilities
- 5 Communications and information
- 6 Transportation
- 7 Collaboration, consultation and innovation
- 8 Housing

Priority Area 1: Active participation

Outcome: People with disability are active participants in accessible and inclusive communities.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1.1.	Evaluate and enhance events and meetings for inclusion and accessibility for people with disability at all agency-led events/meetings, to enable fully accessible and inclusive events.	1.1.2	The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles.	2026 and ongoing	All areas via: Attendee feedback Assessment tools

			Ongoing evaluation of event accessibility through attendee feedback and Best Practice evaluation tools, using WCHN Co-Design Toolkit (currently in development).		
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Priority Area 5: Communications and information

Outcome: People with disability can find the information they need in the format(s) they need it in.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1.5	Provide accessible information about services and communication with individuals about their care, which is tailored to different disabilities and needs, and enables improvements in navigating and accessing care.	1.5.1	The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents.	2026 and ongoing	All clinical areas via: Consumer Health Information documents Accessible documents and services

		1.5.2	The number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, during hospital emergencies, crisis services, bushfires, or floods, where timely communication support is essential.		
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Priority Area 6: Transportation

Outcome: People with disability can get to where they need to go safely.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1.6	Provide information about accessible transport options to attend WCHN appointments and identify barriers to access, to enable improved access.		Collaborative review of existing accessible transport options and enable accessible access to this information including ways to provide feedback.	2027 and ongoing	All clinical divisions via: Consumer Health Information and intranet

Priority Area 7: Collaboration, consultation and innovation

Outcome: People with disability are actively involved in government decisions that affect their lives.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1.7	Increase collaboration and co-design with people with disability and their carers across the WCHN.	1.7.1 1.7.2	The number of public consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOs). The number of people with disability including parents and carers, serving on committees and working groups, and the number of projects across the WCHN engaging with the above people and committees.	2026 and ongoing	All areas consulting re consumer care via: Consumer engagement consultation documentation Consumer engagement records

Domain 2: Education and employment

Outcome statement: A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.

Objective: To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

Priority Areas for Domain 2

- 1 Targeted knowledge, understanding and support
- 2 Supports and resources for children and young people
- 3 Targeted transitional supports
- 4 Access to employment opportunities
- 5 Inclusive working environments
- 6 Data and reporting

Priority Area 4: Access to employment opportunities

Outcome: People with disability have opportunities to achieve, develop and succeed in their chosen fields.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
2.4	Provide training to ensure staff are able to implement the use of policies which enable part time, flexible and permanent job opportunities for people with disabilities, including supported opportunity for advancement – eg workgroups.	2.4.3	The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.	2027 and ongoing	Human resources and all areas via: Training delivery records

Priority Area 5: Inclusive working environments

Outcome: People with disability have access to supportive places to earn.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
2.5	Develop disability specific training for staff to understand how to work with and make equal access / inclusivity changes for working with colleagues with disabilities, including the provision of tailored and accessible workplace training attended by staff with disabilities. Ensure specific examples of how to make changes using evidence-based tools, tailored for nature of relationship, e.g. – co-worker, lead/manager.	2.5.1	The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.	2027	Human resources and all areas via: Training delivery records
2.5.2	Explore ways and then implement mechanisms to elicit the experiences of WCHN staff who have a disability to inform targeted programs, training etc. Such as emails / ways of	2.5.1	See above.	2026	Human resources via:

	communicating to staff what supports are available for them.				Project management records Training delivery records
2.5.3	Co-design workplace support programs for people with disability, that are tailored to identified needs, including technology, physical inclusivity changes for work spaces, and communication needs. Implement ways to make the workplace physical and technological environments more accessible and inclusive, e.g. sensory maps, social stories, low sensory input / distraction spaces.	2.5.1 2.5.1	See above. See above.	2027 2028	Human resources and all areas via: Project management records Policy/procedure / intranet

Priority Area 6: Data and reporting

Outcome: People with disability benefit from state authorities working to improve disability data at both state and national levels.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
2.6.2	Identify a benefit-based approach to staff disclosure of disability to improve disability disclosure data.	2.6.2	Development and implementation of data collection and reporting systems.	2026/2027	Human resources
2.6.2 (i)	Explore opportunities to identify and record disability support and accommodation needs plans.	2.6.2	Development and implementation of data collection and reporting systems.	2028	Collaborative Human Resources

Domain 3: Personal and community support

Objective: To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

Priority Areas for Domain 3

- 1 Accessibility
- 2 Advocacy and supports
- 3 Information sharing
- 4 Family and carer support
- 5 Programs

Priority Area 4: Family and carer support

Outcome: Carers and families, including siblings of people with disability are provided with dedicated supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
3.4.1	Adopt a whole of family approach, enabling supports for siblings, partners, carers when consumers accessing health care, especially for extended hospital stays/attendance and rural and regional families.		Number of strategies to provide a whole of family approach to care.	2027	All clinical areas via: Project management records, internet, intranet

Domain 4: Health and wellbeing

Outcome statement: A South Australia where all people with disability can attain the highest possible health and wellbeing outcomes throughout their lives.

Objective: To have a well-connected health and mental health sector that is easy to access, navigate and interact with for all people with disability.

Priority Areas for Domain 4

- 1 Inclusive infrastructure
- 2 Targeted knowledge, understanding and support
- 3 Supports and interventions

Priority Area 1: Inclusive infrastructure

Outcome: People with disability have full access to, and inclusion within health infrastructure.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
4.1	All new site/facilities at WCHN are assessed based on disability access and inclusion evidence and best practice, and are co-designed with consumers. This includes signage, wayfinding, sensory and communication needs.		Evidence of WCHN Co-design toolkit, and other best practice tools used to evaluate and support co-design.	2026 and ongoing	Engineering and Building Services and Consumer Engagement
4.1.2	Review existing facilities to make improvements to access and inclusion for all disabilities (hearing/visual/neurological etc) through co-designed identification of best practice compliance		The number of public-facing government buildings, spaces, play spaces and	2027 and ongoing	Engineering and Building Services

	for disabled access / infrastructure at all WCHN sites.		infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors. The number of new developments that incorporate universal design and are co-designed.		
4.1.3	The new WCH wayfinding and signage maximises inclusivity by employing a universal and visual language which recognises diversity of needs; such as language other than English, low levels of literacy, vision and hearing impairments, WCHN Dual Naming (Kaurna and English) Policy and disability access routes.		Evidence of the number of co-designed best practice design engagement / actions.	Current and ongoing through design and build	New WCH
4.1.4	The new WCH maximises access and inclusivity to facilities and services for people with disabilities, accounting for intersectionality, such as gender-neutral amenities, adult change room/s, design of waiting, public, quiet and sensory spaces for autistic, neurodivergent, culturally diverse peoples, diversity of faith, and physical or cognitive disabilities.		Evidence of the number of co-designed best practice design engagement / actions.	Current and ongoing through design and build	New WCH
4.1.5	The new WCH maximises disability access and inclusion in spaces including, car parking, play		Evidence of the number of co-designed best	Current and ongoing	New WCH

	areas, consult rooms, wards, including birthing suite, and sibling / family resources with spaces which can also accommodate families.		practice design engagement / actions.	through design and build	
4.1.6	Existing car parks maximise availability and appropriateness of disability parking.		Number of reviews of disability car parking to identify and implement improvements.	2028 and ongoing	Engineering and Building Services
4.1.7	Improve accessibility of existing toilets across WCHN, such as 'changing places' facilities.		Number of improvements made to toilet facilities.	2026 and ongoing	Engineering and Building Services

Priority Area 2: Targeted knowledge, understanding and support

Outcome: People with disability can access healthcare that is inclusive and responsive to the intersectionality and diversity of disability, recognising the important role of carers.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
4.2	Implement mandatory (and ongoing where needed) training for staff which builds a deep understanding of disabilities, their intersectionality, such as trauma impact, whole person needs, CALD, etc, and enables individually tailored responses to care relevant to the service context. Use lived experience facilitators where possible.	4.2.1	Training records, which show the number and proportion of healthcare workers who have undertaken specialist training; equipping them with the knowledge, skills and trauma informed principles to confidently	2026	Centre for Education and Training and clinical areas via: Training records

			support people with diversity of disability within the healthcare setting.		
4.2.1	Establish protocols and mechanisms for improved inclusive communication, tailored to individual needs, including pre-appointment contact that identifies and plans for environmental, communication or wellbeing to support consumers health care experience and wellbeing.		Number of procedures / protocols developed. Relevant accreditation.	2028	Clinical areas via: Policies and procedures on intranet Consumer Health Information
4.2	Reduce wait times and their impact, by understanding the contributors to the wait time and improving the 'waiting' experience.		Number of measures implemented which reduce wait times and/or their impact.	2029	Clinical areas and Research, Innovation and Digital Health via: Project management records Wait times business records

Priority Area 3: Supports and interventions

Outcome: People with disability receive coordinated health supports that meet their needs, with stronger connections between mental health and disability services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
4.3.1	Increase availability of services closer to home, including virtual care, outreach and Hospital in the Home.	4.3.1	Number of pathways in place for people with disability that provide an option of tailored coordination and navigation to flexible services to meet their needs.	2028	Clinical areas via: Policy/procedure on intranet Internet
4.3.2	Policy and procedures which affect people with disabilities must show stakeholder engagement with people with disability.	4.3.2	Number of procedures and guidelines that uphold the rights of people with disability.	2026 and ongoing	All clinical areas via: consumer engagement documentation
4.3.3	Enable supports within WCHN which provide enhanced specialised support including advocacy, mobility, communication and mental health supports.	4.3.3	Number of co-designed supports to enhance specialised support.	2027	All clinical areas via: Policy / procedure on intranet and internet

4.3.4	Improve range and availability of disability focused equipment to ensure care is provided that meets needs.	4.3.4	Number of new and/or improved pieces of equipment.	2026 and ongoing	All clinical areas via: equipment register and related documents
4.3.5	Develop tailored, accessible consumer health information which is provided in advance of appointments to enable preparedness, reduce distress and enable consumer partnering, using various modalities tailored to need, disability, age, etc.	4.3.5	Number of new or existing accessible / inclusive consumer health information.	2028	All clinical areas via: Policy / procedure on intranet and internet
4.3.6	With consideration of safety of information sharing, ensure technology is harnessed and collaborative innovations co-designed to enable key health information, for example a Health Passport; provided by consumers is available to health staff to reduce consumers repeating information to health staff.	4.3.6	Number of co-designed enhancements made to enable improved health care worker access to consumer information.	2029	Research, Innovation and Digital Health
4.3.7	Pathways and support for transitioning from adolescent to adult hospitals and services are coordinated, consistent and understood by consumers with disability and their carers.	4.3.7	Number of adolescent to adult pathways developed or existing.	2026	All clinical areas where adolescent to adult transitions occur

4.3.8	Improve service collaboration and appointment coordination within WCHN to improve access for consumers who have multiple appointments provided by services across the WCHN, including those who travel from rural and regional areas.	4.3.8		2028	All relevant clinical areas & Research, Innovation and Digital Health
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SA Autism Strategy

The SA Autism Strategy 2024-2029 (Strategy) is a strategic document that supports inclusion of autistic people, their families and carers in South Australia. As part of the Strategy, the Strategy Action Plan 2025-2029 (Action Plan) outlines the steps in which the South Australian Government will take to fulfill the commitments of the Strategy.

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The WCHN has identified some actions in addition to the State Plan that supports the unique access and inclusion needs of Autistic people and their families and carers receiving care at WCHN. WCHN has also developed measures for the actions which reflect our context.

Focus Area 1: Pathways to diagnosis

Objective: We want to create a clear and equitable approach to diagnosis in South Australia.

Commitments within Focus Area 1:

1. Create clearer and more consistent pathways to diagnosis for autistic people of all ages.
2. Improve the availability and access of diagnosis, especially in regional and/or remote areas.
3. Consider ways to reduce the occurrence of undiagnosed autism amongst girls and women and within the Aboriginal and culturally and linguistically diverse communities.
4. Improve the post-diagnostic referral process and accessibility of accurate information and resources.

Commitment 1: Create clearer and more consistent pathways to diagnosis for autistic people of all ages.

Target: Raise public awareness regarding diagnostic pathways and ensure all information and resources are accessible and easy to navigate.

Action	Target Date	Measure	Responsibility and data source
Develop and promote information, where appropriate, on autism to assist people and their families to access services, for example: • assessment and diagnostic services • counselling and support following a diagnosis • autism and disability specific information	2029	The number of autism-related information sources* developed, promoted and/or delivered to assist people and families to access autism-related services such as assessment, diagnosis, counselling, and parent supports. *Sources include: Resources, online content, brochures, survey material	Sub-acute and Allied Health Data source: website

• supports for parents with disability, including autism.			
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Focus Area 3: Thriving in the workplace

Objective: We want a diverse, inclusive and welcoming South Australian workforce where the strengths and skills of autistic people flourish.

Commitments within Focus Area 3:

1. Improve knowledge, understanding and awareness of autism across the workforce.
2. Create an accessible, inclusive and welcoming public sector where autistic people can thrive.
3. Increase opportunities for autistic people to gain meaningful and lasting employment.
4. Consider alternative employment initiatives when transitioning from education to employment.

Commitment 1: Improve knowledge, understanding and awareness of autism across the workforce.

Target: Ensure public sector employees undertake Autism Awareness and Understanding training.

Action	Target Date	Measure	Responsibility and data source
Ensure in-person and online Autism Awareness and Understanding training is completed across public sector workforce.	2029	The number of staff who undertook Autism Awareness and Understanding Training: • online • in-person.	All areas Data source: training management records
Explore opportunities to collect employee data on autism confidentially through public sector Human Resource Management	2026	Project established to explore data collection via HRMS.	Collaboration with Human Resources and relevant DHW area

Systems to better understand the number of autistic people across the workforce and inform future initiatives.			Data source: project records
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Target: Increase awareness of autism across the public sector workforce and the strengths and benefits of employing autistic people.

Action	Target Date	Measure	Responsibility and data source
Outline the initiatives completed to promote autism inclusion in the workplace.	2029	The number of initiatives* completed to promote autism inclusion in the workplace. *Initiatives include: events, days of significance, internal staff communications/newsletters, social media	Human Resources Data source: website analytics, survey material
Engage autistic employees and employees with disability to provide advice and inform inclusion activities, including to assist in promoting days of significance.	2029	The number and proportion of lived experience staff engaged to inform inclusion activities.	All areas Data source: Consumer engagement data

Commitment 2: Create an accessible, inclusive and welcoming public sector where autistic people can thrive.

Target: Embed autism inclusion into workplace policies and practices.

Action	Target Date	Measure	Responsibility and data source
Review recruitment policies and processes to ensure they support reasonable adjustments and are responsive to the alternative ways autistic employees can engage throughout the recruitment and training processes.	2026	The number and proportion of recruitment and training policies and processes that are reviewed to ensure they support autistic and/or neurodivergent staff.	Human Resources Data source: intranet procedure register
Review and implement reasonable adjustments procedures and flexible workplace arrangements that support all staff, including autistic employees and parents and carers of autistic people.	2026	The number and proportion of reasonable adjustment and flexible workplaces arrangement procedures to support staff, including autistic staff, that are: • reviewed • implemented.	Human resources Data source: intranet procedure register
Review and update, where applicable, new starter forms to include an opportunity to identify as autistic and/or neurodivergent to enable more accurate reporting and awareness in the public sector workforce.	2026	The number of onboarding forms used to identify autistic and/or neurodivergent staff that are reviewed and updated.	Human resources Data source: intranet procedure register

Target: Develop strategies to improve the overall health and wellbeing of autistic public sector employees.

Action	Target Date	Measure	Responsibility and data source
Identify appropriate mechanisms, including clear confidentiality, to ensure autistic employees feel safe, supported and confident to disclose that they are autistic at the commencement of employment and through the employment lifecycle.	2029	The number of support mechanisms available to ensure autistic and/or neurodivergent staff can disclose confidentially. *Support mechanisms include: secure IT systems, privacy principles	Human resources Data source: intranet procedure register
Continue to promote and provide EAP services that are inclusive, culturally appropriate, neurodiversity-affirming and in a range of modes and formats to support the diverse communication styles of autistic employees.	2029	Are Employee Assistance Program (EAP) services being promoted?	Human resources Data source: intranet procedure register, personnel records

Commitment 3: Increase opportunities for autistic people to gain meaningful and lasting employment.

Target: Develop programs and resources that support autistic people transition into meaningful employment in the public sector.

Action	Target Date	Measure	Responsibility and data source
Deliver programs that target diversity and inclusion for autistic people to gain practical workplace experience	2029	The number of programs that target diversity and inclusion for autistic and/or neurodivergent people to gain	Human resources

while undertaking higher education to support them into employment long-term.		practical workplace experience while undertaking higher education.	Data source: intranet procedure register, project records
Review and implement opportunities for supported transition into employment programs for autistic people transitioning into employment in the public sector to receive tailored supports, ensuring that autistic people are supported initially and ongoing.	2029	Number of employment transition programs that support autistic and/or neurodivergent people are reviewed. Number of autistic and/or neurodivergent people those programs accessed.	Human resources Data source: intranet procedure register, project records

Target: Provide alternative workplace training and volunteer options that support autistic people entering the public sector workforce.

Action	Target Date	Measure	Responsibility and data source
Review and implement alternative and accessible workplace training options to support autistic employees, including in a range of accessible formats and learning styles.	2029	Number of alternative and accessible workplace training options available to support autistic and/or neurodivergent staff.	Centre for Education and Training Data source: training data,
Identify volunteering opportunities for autistic people across all state government agencies.	2027	Number of volunteering opportunities for autistic people.	Consumer and Community Engagement Data source: volunteer program data

Review existing peer support or mentoring programs to ensure they are inclusive of autistic employees.	2029	The total number of peer support and/or mentoring programs and, of those, the proportion reviewed to ensure they are inclusive of autistic staff.	Human resources Data source: intranet procedure register, project records
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Commitment 4: Consider alternative employment initiatives when transitioning from education to employment.

Target: Develop programs or supported pathways for autistic students transitioning from education settings to employment across the public sector.

Action	Target Date	Measure	Responsibility and data source
Review existing graduate programs to expand pathways for autistic graduates from education settings to employment.	2029	Number of graduate programs reviewed and of those, the proportion expanded to include autistic graduates from education into employment. Number of autistic graduates.	Human resources Data source: intranet procedure register, project records

Focus Area 4: Access to supports and services

Objective: We want a clearer, more consistent and accessible service system where autistic people and their families and carers can access the support they need, when they need it.

Commitments within Focus Area 4:

1. Develop a centralised state information system to support access and navigation of available supports and services.
2. Improve the knowledge and understanding of autism amongst professional staff.
3. Work with organisations to ensure evidence and research on autism can be effectively and efficiently translated into practice.
4. Ensure neurodiversity-affirming and culturally appropriate services and supports are available.

Commitment 1: Develop a centralised state information system to support access and navigation of available supports and services.

Target: Ensure resources and information about supports and services are updated, easily accessible and autism inclusive.

Action	Target Date	Measure	Responsibility and data source
Deliver or review initiatives, platforms and systems to connect autistic people with information in various accessible formats across Government of South Australia supports and services.	2029	The number of initiatives, platforms and systems* made to connect autistic people with information in various accessible formats. *Initiatives, platforms and systems include: website content, accessible formats (e.g. Easy Read).	Child Development Unit Data source: intranet procedures, internet, project records

Commitment 3: Work with organisations to ensure evidence and research on autism can be effectively and efficiently translated into practice.

Target: Collaborate with subject matter experts when developing and implementing supports and services for autistic people.

Action	Target Date	Measure	Responsibility and data source
Collaborate with autism-specific organisations, where relevant, when developing and implementing policies, supports and services for autistic people.	2029	Number of autism-specific organisations engaged when developing and implementing policies, support and services for autistic people.	All areas Data source: consumer engagement data

Target: Collaborate with the autistic and autism community throughout the planning, development and implementation phases to ensure services are neurodiversity-affirming and are effectively meeting the needs of autistic people.

Action	Target Date	Measure	Responsibility and data source
Consult with reference groups and lived experience groups, where relevant, on autism-related matters to provide insights and guidance on identifying and addressing barriers to accessing services provided by the Government of South Australia.	2026	The number of reference and/or lived experience groups engaged to identify and address barriers to accessing services on autism-related matters. Establish an Autistic and Autism Consumer / Carer Group.	All areas Data source: consumer engagement data

Commitment 4: Ensure neurodiversity-affirming and culturally appropriate services and supports are available.

Target: Improve existing services to ensure they are streamlined, effective and efficient to meet the individual needs of autistic people.

Action	Target Date	Measure	Responsibility and data source
Review and update, where relevant, the customer service areas and experiences to ensure autistic people feel supported when accessing services.	2029	The number of customer service areas reviewed and updated to ensure autistic and/or neurodivergent people are supported when accessing services.	All areas Data source: Patient Reported Experience Measures

Target: Ensure a wide range of neurodiversity-affirming and culturally appropriate services and supports are available, including to autistic people who do not yet have an autism diagnosis.

Action	Target Date	Measure	Responsibility and data source
In the development of new strategies and initiatives, the State Autism Strategy and/or Autism Charter will be linked and referenced, where appropriate.	2026	The number of references made to the State Autism Strategy and/or the Autism Inclusion Charter in new strategies and initiatives.	All areas Data source: intranet procedure register, internet

Target: Target Improve data capturing strategies of diverse cohorts of people accessing state government services and supports.

Action	Target Date	Measure	Responsibility and data source
When consulting to inform the development of new strategies and initiatives, personal identifying data	2029	Capture personal identifying data including autistic and/or neurodivergent people during	Decision Support Unit

will be collected where appropriate, to capture and consider the specific perspectives of the autistic community.		consultation on the development of new strategic and initiatives.	Data source: Electronic Medical Record, project records
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Focus Area 5: Participation in the community

Objective: We want a truly inclusive South Australia where autistic people can meaningfully participate in the community without restriction.

Commitments within Focus Area 5:

1. Consider how the built environment may impact autistic people and identify opportunities for improvement across current and future infrastructure projects.
2. Identify ways to improve accessible transport options and the accessibility of public spaces and venues, including signage and wayfinding tools.
3. Partner with organisations, sporting clubs, local councils and community services to support inclusive initiatives for autistic people of all ages.

Commitment 3: Partner with organisations, sporting clubs, local councils and community services to support inclusive initiatives for autistic people of all ages.

Target: Collaborate with the autistic and autism community to ensure activities and services are autism inclusive.

Action	Target Date	Measure	Responsibility and data source
Consult with the autistic and autism community, where appropriate, when planning and organising events to ensure they	2029	Number of consultations involving people from the autistic and autism community when planning and organising events.	All areas

are autism inclusive, such as the inclusion of breakout or sensory spaces.		Number of improvements made following consultation.	Data source: consumer engagement data, project records
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Focus Area 6: Access to health and mental health services

Objective: We want to address the barriers autistic people and their families continue to face in accessing health and mental health services.

Commitments within Focus Area 6:

1. Improve the knowledge, understanding and acceptance of autism amongst health practitioners, medical staff and first responders.
2. Improve the experiences of autistic people of all ages navigating and engaging in health and mental health services.
3. Improve the accessibility of health and mental health services, especially in regional and remote communities.

Commitment 1: Improve the knowledge, understanding and acceptance of autism amongst health practitioners, medical staff and first responders.

Target: Provide autism awareness and understanding to healthcare professionals and first responders to effectively support Autistic people during emergency services

Action	Target Date	Measure	Responsibility and data source
Deliver Autism Awareness and Understanding training to healthcare professionals.	2028	Number of autism training, education and supports provided to healthcare professionals.	Centre for Education and Training Data source: training records

Commitment 2: Improve the experiences of autistic people of all ages navigating and engaging in health and mental health services.

Target: Ensure health and mental health services and supports are tailored to the individual.

Action	Target Date	Measure	Responsibility and data source
Improve the Connected Kids navigation services, that supports navigation within health and supports.	2026	Number of improvements co-designed and implemented which improve support to autistic people.	Paediatric Medicine Data Source: project records, intranet procedure register
Provide sensory toolboxes to volunteers through the Women's and Children's Hospital Foundation sensory toolbox project, allowing them to support sensory comfort for patients in a hospital setting.	2027	Track and evaluate the use of sensory toolboxes with autistic people.	Consumer and Community Engagement Data Source: project data
Review early intervention processes (Code Grey) to improve sensory comfort, reduce restrictive practices and reduce the need for Code Black.	2026	The number of instances where Code Grey used for autistic people that did not result in Code Black and restrictive practices.	Network Operations Centre Data source: code grey, restrictive practice, code black data
Review and update, where relevant, the strategies to provide proactive support for sensory needs and reduce distress in the Paediatric Emergency Department.	2027	The number of procedures reviewed and updated to reduce distress in PED for autistic people.	Paediatric Emergency Department Data source: intranet procedure register
	2026	Number of resources developed in partnership with the autistic and	

		autism community and the Office for Autism relating to Hospital Emergency Departments.	
Create pathways to support the transition from youth to adult hospitals and services, including for their families, carers, and support people.	2027	Number of pathways developed.	All areas Data Source; intranet procedure register
Ensure resources and supports are provided to carers involved in the care planning of an autistic person; including where the carer may also be neuro-divergent, such as development of parenting supports for autistic parents.	2027	Number of resources for carers.	All areas Data Source; intranet procedure register
Create and promote Hidden Disability Sunflower pathways to improve access to surgery and care.	2028	Number of pathways developed.	All areas Data source; intranet procedure register
Collaborate with autistic people as consumer representatives in the planning design, improvements measurement and evaluation of health systems and services.	2026	Number of collaborative engagements with autistic consumer representatives in planning, design, improvement and evaluation.	All areas Data source: consumer engagement data
Co-design where relevant, with autistic people the facilities, signage and wayfinding in hospital	2028	Number of co-design projects with autistic people relating to facilities, signage and wayfinding.	All areas

sites and services to ensure environments are inclusive for autistic people.			Data source: consumer engagement data
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