

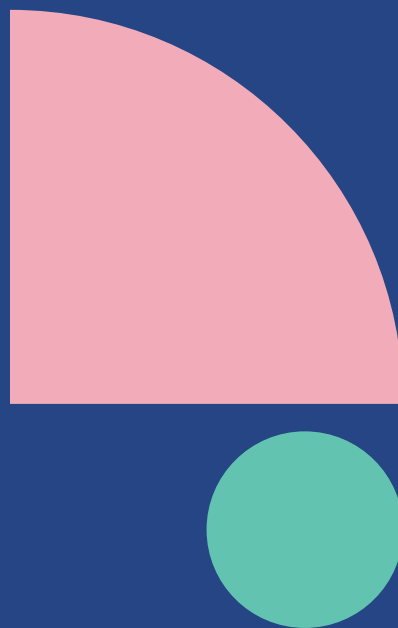
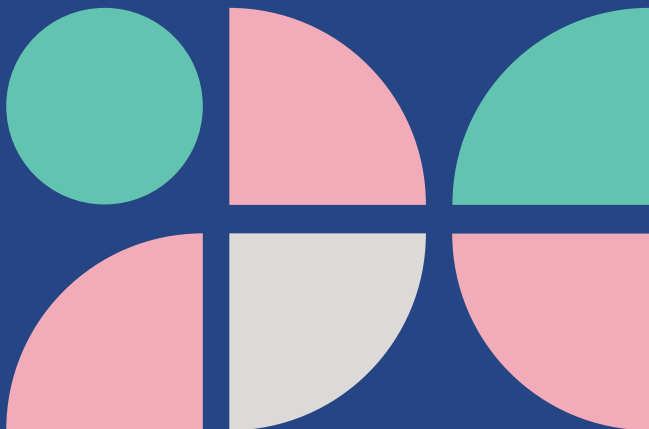


State Disability Inclusion Plan

Discussion Paper



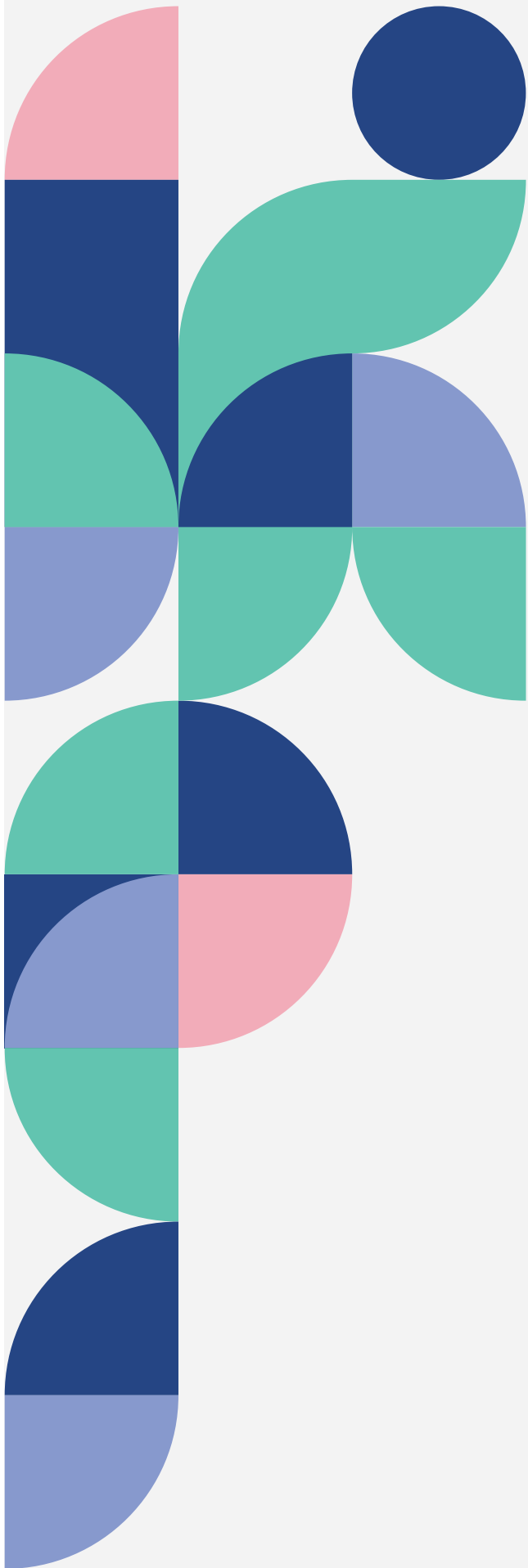
**Government of
South Australia**



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The term 'Aboriginal' has been used throughout this document to reference all Aboriginal and Torres Strait Islander peoples. The Department of Human Services acknowledges and respects this preference of the South Australian Aboriginal community in written and spoken language. The term 'Aboriginal and Torres Strait Islander' is used when referring to specific data or in a national context.



Purpose of this discussion paper

This discussion paper is the start of consultation with people with disability, their families, carers and disability support workers, and relevant stakeholder organisations to provide direct input into the development of a new State Disability Inclusion Plan (State Plan).

You are invited to contribute and give us your feedback. Questions are asked throughout this discussion paper that you can respond to directly or participate in other ways (refer to page 6 for further information).



An Easy Read version of this document is available on YourSAy:
[yoursay.sa.gov.au/
disability-inclusion-plan](https://yoursay.sa.gov.au/disability-inclusion-plan)

Background

Disability is a natural and ordinary part of human diversity and people with disability live fulfilling lives – just like anyone living without disability. When a person lives with disability it does not completely or wholly define who they are.

Despite this, what it truly means to live with disability is often misunderstood by the general public.

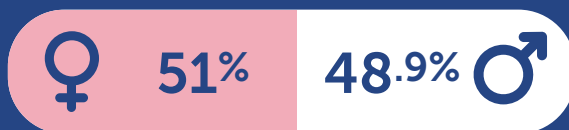
Through the implementation of the *Disability Inclusion Act 2018 (SA)* (the Act), the South Australian Government (State Government) acknowledges that people with disability have the same human rights as other members of the community and that the state and the community has a responsibility to facilitate the exercising of those rights.



One in five South Australians live with disability



In South Australia, around 3.4% of children (aged 0–4) have disability and 10.9% of children (aged 5–14) have disability



51% of South Australians with disability are female. 48.9% of South Australians with disability are male ¹

41%
of NDIS
participants

Autism as
primary
diagnosis

Autism is the largest primary disability group in the National Disability Scheme (NDIS) and South Australia sits above the national average, with 41% of South Australian NDIS participants having autism as their primary diagnosis, followed by intellectual disability (16%) ²

The first State Disability Inclusion Plan

In 2018, the Act was passed in parliament as the State Government recognised that a stronger commitment to disability access and inclusion was needed. As a result, the first State Disability Inclusion Plan 2019–2023 – Inclusive SA (Inclusive SA) was developed, followed by the development of State Government department and local councils' (State authorities') Disability Access and Inclusion Plans (DAIPs) in 2019 and 2020, respectively.

DAIPs support the development and implementation of new strategies to address access and inclusion barriers and promote positive action for people with disability to participate equally within South Australian society.

Inclusive SA was designed to be a living document that would remain responsive to the shifting priorities of people with disability and reflect social, political and environmental changes within South Australia.



You can read more about the 2022 interim review on the Inclusive SA website:

[inclusive.sa.gov.au/
resources/state-disability-
inclusion-plan-interim-review](https://inclusive.sa.gov.au/resources/state-disability-inclusion-plan-interim-review)

The 2022 interim review

The Department of Human Services (DHS) reviewed Inclusive SA in 2022 to support alignment to the new Australia's Disability Strategy 2021–2031 (ADS) and to establish foundations for the next State Plan. Although this review was required as part of the Act, it was also an opportunity to reaffirm the responsibilities of State authorities and ensure our actions were responsive to the needs of the community.

To streamline State authority actions with the national agenda, the review realigned the original 39 actions appearing in Inclusive SA under the Outcome Areas defined within the ADS:



Employment and financial security



Inclusive homes and communities



Safety, rights and justice



Personal and community support



Education and learning



Health and wellbeing



Community attitudes.

The review also refined actions to better reflect the current landscape, while others were removed and replaced with more meaningful actions. This review resulted in 34 actions for State authorities to progress throughout the remaining years of Inclusive SA.

Developing a new plan for SA

With the current plan concluding at the end of 2023, DHS, on behalf of the State Government, reaffirms its commitment to ensuring South Australians with disability can live and participate fully in the community by developing a new four-year State Disability Inclusion Plan.

This new State Plan will build on the foundations set by Inclusive SA and be consistent with the principles enshrined in the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and be guided by South Australia's commitments under the ADS.

In addition, the State Government will respond to the findings and recommendations made by the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (the Royal Commission) and the National Disability Insurance Scheme (NDIS) Review.

Review of the *Disability Inclusion Act 2018 (SA)*

The State Plan will consider recommendations made in the 2022 review of the Act. This review resulted in 50 recommendations relating to legislation (20), policy (9) and operational (21) impacts for State Government consideration.

You can read more about the 2022 Act review and the State Government's response online: inclusive.sa.gov.au/have-your-say/review-disability-inclusion-act

State Autism Strategy

The State Government has also committed to the development and implementation of the State's first Autism Strategy and Autism Inclusion Charter. The State Plan will be developed alongside the Strategy and Charter to ensure alignment and consistency in actions. Together, the State Plan and the State Autism Strategy will continue to support a whole-of-government approach that creates a fairer and more inclusive South Australia.

You can find out more about the State Autism Strategy online: autismstrategy.sa.gov.au

Closing the Gap

It is crucial that the State Plan aligns with the outcomes identified within the National Agreement on Closing the Gap (National Agreement) and that Aboriginal peoples have a say in shaping the State Plan. The National Agreement aims to enable Aboriginal peoples and governments to work together to address inequality experienced and achieve life outcomes equal to all Australians. Disability intersects all outcomes identified within the National Agreement that span Aboriginal peoples' lives.

Aboriginal and Torres Strait Islander peoples with disability are **14 times** more likely to be imprisoned with **one third** reporting a disability, **50%** reporting a history of psychosocial disability, and **25-30%** of prisoners having an intellectual disability.³

Consulting on our new State Plan

To develop a plan which accurately reflects the needs of the community for which it is intended, we will need to draw on the expertise, experiences and advice of people with disability and those with lived experience.

To begin the consultation process, DHS wants to hear your feedback on this discussion paper, in your words, with your stories and your experiences. We hope to receive responses from a diverse range of people living with disability and the disability community, including carers of people with disability, family and friends of people with disability, advocates for people with disability and those working within the disability sector. The discussion paper includes various ideas and questions that will help shape the State Plan.

The consultation process is open from 9 October to 3 December 2023. People with disability and the broader disability community can contribute feedback to the development of the State Plan through submissions to this discussion paper **or** through the survey located on YourSAy.



Consultation period:

9 October – 3 December 2023

Help shape the new State Disability Inclusion Plan

There are a number of ways to contribute to the development of the State Plan, including:



completing the online survey based on the questions in this discussion paper via the YourSAy website at yoursay.sa.gov.au/disability-inclusion-plan



using the questions within this discussion paper as a guide, to submit written, audio, visual and video submissions to DHSDisabilityInclusion@sa.gov.au



If you have further queries or accessibility requirements, email DHSDisabilityInclusion@sa.gov.au or contact us on (08) 8207 0584 and find out how you can contribute to the plan.

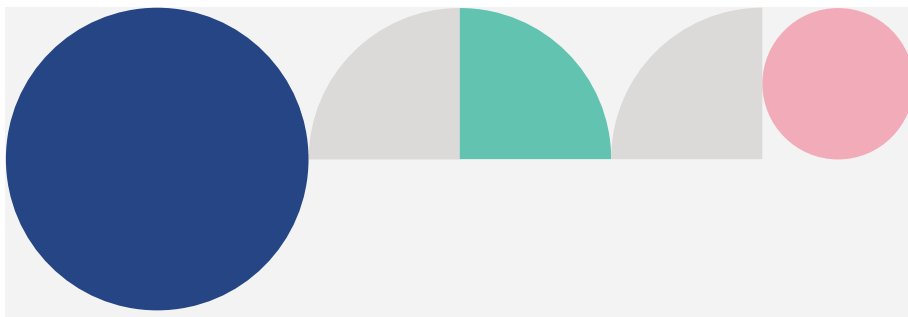
Consultation timeline



As part of this process, DHS will also be engaging with advisory groups and committees comprised of people with disability and lived experience, including the Disability Engagement Group (DEG) and the Disability Minister's Advisory Council (DMAC). Consultations will also be undertaken with the State Plan's priority groups to ensure new outcomes capture the voices of the diverse disability community.

Further consultation will be undertaken with State authorities, non-government organisations and peak industry bodies.

Once the initial public consultation process is finalised, a draft State Plan will be created. This draft State Plan will then be presented for further consultation to ensure it accurately reflects the feedback provided.



Our vision for inclusion

An accessible and inclusive South Australia based on fairness and respect

We envisage a community that is liveable for all, where people's voices are heard and respected, opportunities are available, and fairness, safety, equity and equality are upheld.

Creating a socially inclusive society supports a safer, stable and just community. It will promote economic growth, lead to positive health and wellbeing outcomes for all South Australians and encourage meaningful and positive connections within the community.

Creating a society for all is a moral obligation – one that must reflect our commitments to upholding fundamental human rights and principles of equality and equity. South Australia must continue its commitment towards disability inclusion, not just for the benefits that result from an inclusive society, but because it is the right thing to do.

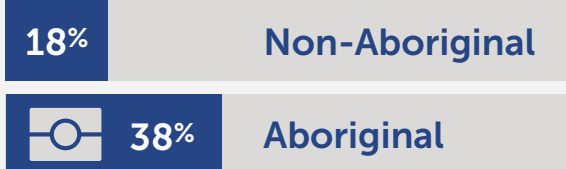
Intersectionality in our community

As Inclusive SA evolved, the intersectionality between a person's disability and other forms of structural and systemic racism and discrimination became clearer. It is important to recognise that people with disability living in South Australia are diverse and can therefore be subject to overlapping disadvantage or discrimination.

This includes priority groups defined within the principles of the Act (Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse people, women, and children), in addition to other priority groups such as LGBTIQ+ people, older people and people living in regional or remote communities.



What better way to be different than to have a disability, if you can embrace it ... and be proud of the person that you are. But you can't expect every child to have that inner confidence to feel like that. It's up to all of us in society to create a space where they feel included..." - *Dylan Alcott, 2022 Australian of the Year*



The percentage of Aboriginal peoples with disability is considerably higher than the percentage of non-Aboriginal people with disability. ⁴



Around 29% of people with profound disability in Australia belong to culturally and linguistically diverse communities. ⁵



In Australia, 17.8% of women live with disability. ⁶



In South Australia, 8% of children aged 0–14 years live with disability and 11% of young people aged 15–24 live with disability. ⁷

Q1 Reflecting on your own experiences, what barriers have you experienced as a person with disability who is also part of one or more of the following groups?

(In your response can you please indicate what group/s your response relates to).

- Women
- Children and young people
- Aboriginal peoples
- Culturally and linguistically diverse people
- LGBTIQ+
- Older people
- Living in a regional or remote community
- Other (please specify)

1

Liveable communities

Designing with everyone in mind is essential if services and facilities are to be truly inclusive. The incorporation of Universal Design Principles within the built environment to increase accessibility is a key factor in supporting people with disability to fully participate in social, recreational, sporting, religious and cultural life.

The Centre for Disability Research and Policy reported in 2020, "By ensuring all communities have adequate accessibility infrastructure (hearing loops, ramps, etc.) we can build a more seamless experience for people with a disability, allowing them to feel more comfortable being in the community."⁸

More information about universal design can be found online:
inclusive.sa.gov.au/resources/state-authority-resources/accessible-and-inclusive-community-events

Beyond the built environment, we must also ensure that our services and supports allow equal access for people with disability. This may include attending schools or health settings, using public transport, visiting the local playground or participating in sport.

We want to create inclusive, liveable communities that are accessible for everyone in both urban and rural locations. This relates to the buildings we live and work in, the roads and paths we travel on, transport, information and communication technologies and systems.

Example of positive practice

Department for Environment and Water

The Nilpena Ediacara National Park's new visitor hub was opened in early 2023, designed and built using Universal Design Principles and disability access at the forefront. The new visitor hub and fossil fields walking trail contains a fossil bed reconstruction and includes a sensory component with the ability for patrons to touch and feel the fossils. This provides for the Blind community to actively engage in the experience.



Q2 On a scale of 1 to 5, how accessible is your community for you or people with disability?

- 1 – Not at all accessible
- 2 – Poorly accessible
- 3 – Partly accessible
- 4 – Mostly accessible
- 5 – Fully accessible

(Note: accessibility refers to the physical environment, to transport, to information and communications and to other public facilities and services).

Please explain or provide examples to support your answer.

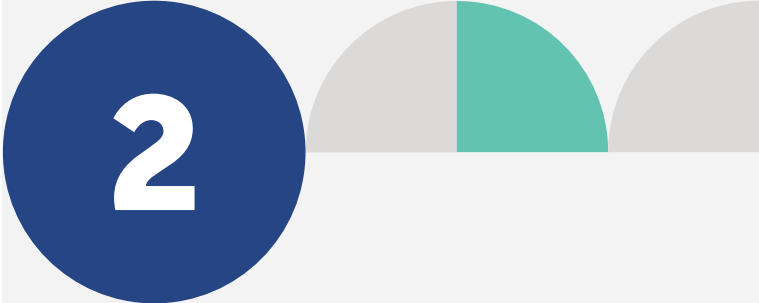
Q3 On a scale of 1 to 5, how inclusive is your community for you or people with disability?

- 1 – Not at all inclusive
- 2 – Poorly inclusive
- 3 – Partly inclusive
- 4 – Mostly inclusive
- 5 – Fully inclusive

(Note: inclusive refers to people living with disability having the opportunities to participate in every aspect of life to the fullest extent).

Please explain or provide examples to support your answer.

Q4 What works well and what doesn't work well for people with disability in the community?



2

The right to be safe, and to feel safe

Policies, processes and programs should provide effective responses to the complex needs and vulnerabilities of people with disability, including those who have experienced trauma. The Royal Commission reported in 2020, “The trauma arising from violence, abuse, neglect and exploitation can have long term physical and psychological effects.”⁴

The Act recognises that the State Plan should address the specific needs of people with disability who may face multiple or additional disadvantages. People with disability should be safe from violence, exploitation and neglect and be able to access appropriate support if they come into contact with the justice system.

In the event of emergencies, people with disability may require targeted information and additional assistance. The needs of people with disability should be catered for in disaster risk management plans and public emergency responses.

Unfortunately, people with disability are far more likely to experience violence, abuse, neglect and exploitation.

The Australian Institute of Health and Welfare reported, “47% of adults with disability have experienced violence after the age of 15, compared with 36% without disability... 1 in 5 (20% or 1.1 million) [people with disability] experienced abuse before the age of 15 compared with 1 in 10 [people without disability] (11% or 1.3 million).”⁹

Therefore, the rights of people with disability must be promoted, upheld and protected and people with disability must experience equality before the law.

Example of positive practice

The Office of the Director of Public Prosecutions

Established in 2019 in partnership with Guide Dogs SA/NT, the Canine Court Companion Program aims to provide emotional and practical support and assistance to vulnerable victims and prosecution witnesses interacting with the criminal justice system. Zeb, a two-year-old Labrador is the current court companion, following in the paw-prints of Zero, the program’s first companion.

Q5 How can the State Government and local councils help people with disability feel safe in the community?

Q6 What barriers exist for people with disability when interacting with law enforcement or the criminal justice system? What can be done to improve these experiences?

Q7 How can our frontline emergency services work better to respond to the needs of people with disability in the event of an emergency?

(Note: frontline emergency services include but are not limited to Ambulance, Country Fire Service, Metropolitan Fire Service, and Police. For a detailed list please visit sa.gov.au/topics/emergencies-and-safety/emergency-services).

3

Accessing personal and community supports

Some people with disability require access to services and supports to maintain everyday wellbeing at home and to be included in community activities. While state-based supports are crucial to improving wellbeing outcomes for people with disability, informal support provided by parents, siblings, kinship guardians, partners, children, other family members and friends is vitally important.

The National Disability Strategy Consultation Report released in 2019 stated “67% of respondents thought that finding and getting good quality supports and services is a major or severe issue.”¹⁰

During consultation on the State Autism Strategy, many parents and carers spoke of the need to assume the role of advocate for their Autistic children and noted a lack of carer support groups and services.

This highlights that more needs to be done to ensure people with disability have access to services and supports in South Australia.

Example of positive practice

Campbelltown City Council

After running a successful networking event for people with disability in the renovated and accessible Rezz Hotel in 2021, the Campbelltown City Council established the ‘Speed Friending Social Group’, led by local residents and participants, to provide a welcoming environment for people with disability to meet new people, connect with local services and providers and learn what is available in the local council area.



Q8 What community services are most important to people with disability?

(Note: community services include but are not limited to support groups, community transportation, community centres and social programs).

Q9 How can services provide more culturally appropriate support to people with disability?

Q10 How can the State Government and local councils improve the support provided to parents, carers, guardians, family members and others supporting people with disability?

Physical, mental and social wellbeing

Health and wellbeing are critical determinants of a person's quality of life, and this is especially the case for people with disability. The wellbeing of people with disability should not only focus on physical health but should also include mental health outcomes. People with disability continue to experience poorer physical and mental health and wellbeing outcomes, which is not always a consequence of living with disability but the consequence of inadequate access to health care, discrimination and/or exclusion.

The Australian Institute of Health and Welfare reports 32% of adults with disability experience a high or very high level of psychological distress compared to 8% without disability.¹¹

The South Australian Health Performance Council reported in 2020, "Respondents told us of having to bring their own equipment to hospital, sometimes at the cost of several round trips by car each time, because what was on the wards was just not suitable for them."¹²

During the recent COVID-19 pandemic, disability advocacy groups raised concerns that adequate arrangements were not put in place to protect people with disability from highly transmissible strains of the virus and there were significant barriers faced by people with disability in accessing necessary supports and services.¹³

Good health is an important part of wellbeing for everyone. We need to seek to minimise challenges and improve outcomes for people with disability when accessing services coordinated by State Government and local councils.

Example of positive practice

Department for Health and Wellbeing

Wellbeing SA, in a partnership with SA Health, the Adelaide Primary Health Network and Country SA Primary Health Network, has implemented the Health Pathways portal across South Australia. This online portal provides general practitioners and other health professionals with easy access to comprehensive, evidence-based assessment, management and referral resources for specific health conditions and supports improved patient care in the community.

Q11 What barriers prevent people with disability from accessing and receiving quality physical and mental health supports?

Q12 What does inclusive health care look like/mean to you?

Q13 How can the State Government and local councils improve their responses and communication to people with disability in the event of a disaster or public emergency?

5

Access to meaningful employment opportunities

Employment is crucial to ensuring people with disability have adequate income to meet their needs so they can live independent lives and experience better mental and physical health and wellbeing outcomes, personal and career success, and fulfilment.

The representation of people with disability within leadership roles enables the perspectives of people with disability to be included in decision making and increases the sense of belonging for people with disability.

The Australian Institute of Health and Welfare reported in 2020, “The unemployment rate of working-age people with disability (10% or 113,000) is twice that of those without disability (4.6% or 544,000).”⁶

Employment data for Autistic people is even more concerning as the unemployment rate reported for Autistic people is three times the rate for people with other disabilities and eight times the rate for people without disability.¹⁴

As the state’s largest employer, the State Government must lead the way in ensuring equitable and meaningful employment opportunities are provided for people with disability.

Example of positive practice

City of Victor Harbor

Since 2002, the City of Victor Harbor has provided targeted employment opportunities for people living with disability in partnership with the MOBO Group, who provide employment opportunities and support workplaces through traineeships and guidance. Twice a week, the MOBO Gardening Team are engaged to maintain garden spaces throughout the community and have now been added to the council’s preferred contractors list.



Q14 What examples, if any, of good practice have you experienced as a person with disability when applying for a job?

Q15 How can our workplaces improve so that people with disability can fully participate and feel secure in their jobs?

Q16 What other pathways to employment could support people with disability when exploring new opportunities in the workforce?

The right to lifelong learning

Access to both formal and informal education is critical to the development of skills and independence for people with disability. Education provides the pathway to employment, financial independence and enriched lives. When children and young people with disability have positive educational experiences, they are more likely to remain engaged in learning and education. Providers who embed inclusion are integral to creating these positive experiences.

Improving pathways from secondary school to tertiary education and employment is also crucial to ensure people with disability achieve their full potential and access the same opportunities as people without disability. People with disability should also have the opportunity to participate in accessible and inclusive lifelong learning.

The Australian Institute of Health and Welfare reported that 34% of people with disability (aged 20 and over) have completed Year 12, compared to 66% of people without disability.¹⁵

We want to ensure that South Australians with disability have improved pathways from school to further education and lifelong learning to enjoy the many benefits of economic security.

Example of positive practice

Department for Education

In 2023, the Department for Education committed to a number of improvements to support services for children with autism, including the appointment of an Autism Inclusion Teacher in every public primary school. These teachers provide support to their fellow educators on how to best support and educate students with autism and drive improved practice relating to autism that works for their schools. Since this announcement, 97% of all public primary schools now have an Autism Inclusion Teacher appointed.



Q17 What has worked well within the following educational settings to help people with disability to reach their goals?

- Preschool
- Primary and secondary education
- Tertiary education

Q18 What could the State Government and local councils do to improve the educational experience for people with disability?

Q19 How can the State Government and local councils better support people with disability to reach their career aspirations in their post-school pathways?

Advancing positive community attitudes

Advancing community attitudes and understanding is integral to the creation of an inclusive society. Some of the greatest barriers faced by people with disability are stigma, unconscious bias and a lack of understanding of what it means to live with disability.

Community attitudes towards disability are affected by perceived visibility and severity of disability, influenced by type (for example, intellectual vs physical) and origin (for example, acquired vs from birth), regardless of a person's own relationship with disability (with, without, lived experience).

Disability as a normal part of life and a form of diversity is being embraced more widely, but misconceptions and mistreatment are particularly prevalent in regional communities and among older populations.¹⁶

Removing barriers to acceptance and understanding will contribute to the positive daily experience and recognition of people with disability.

The changing attitudes of the community will lead to more independence, improved treatment, respect, better job opportunities, greater wellbeing, and increased feelings of safety.

Example of positive practice

Department of Human Services

In 2022, the Department of Human Services launched the 'See Me for Me' community awareness campaign. Using humour and misdirection, the campaign aimed to improve community perceptions and understanding, shift the narrative of what it means to live with disability and challenge unconscious bias. The campaign was a resounding success, winning several industry awards whilst reminding the public to see the person, rather than the disability.



Q20 What misconceptions do people with disability continue to face when interacting with the community?

Q21 How can the State Government and local councils improve community understanding within regional and remote communities and amongst the older population about what it truly means to live with disability?

Endnotes

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- ¹⁰ The Social Deck, Right to opportunity Consultation report to help shape the next national disability strategy, 2019. Available at dss.gov.au/sites/default/files/documents/12_2019/nds_beyond2020_fullreport-161219_0.pdf.

- ¹¹ Australian Institute of Health and Welfare (AIHW), 'People with disability in Australia: Health status', 2022. Available at: aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/health/health-status.
- ¹² Health Performance Council, 'Health outcomes and experiences for South Australians with disability', 2020. Available at yoursay.sa.gov.au/health-outcomes-and-experiences-for-people-with-disability.
- ¹³ Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, 'The impact of and responses to the Omicron wave of the COVID-19 pandemic for people with disability Issues paper', 2022. Available at disability.royalcommission.gov.au/publications/impact-and-responses-omicron-wave-covid-19-pandemic-people-disability-issues-paper.
- ¹⁴ Department of Human Services (DHS), 'South Australia's First Autism Strategy Discussion Paper', 2022. Available at yoursay.sa.gov.au/state-autism-strategy.
- ¹⁵ Australian Institute of Health and Welfare (AIHW), 'People with disability in Australia: Educational Attainment', 2022. Available at aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/education-and-skills/educational-attainment.
- ¹⁶ Department of Human Services (DHS), 'Community Attitudes to 'See Me for Me' Campaign', 2022, page 6. Available at: seemeforme.sa.gov.au.



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