

DAIP actions table

Domain 1: Inclusive environments and communities



Outcome Statement: A South Australia where all people with disability can participate as equal citizens and feel connected to their 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	1.1 Develop and implement an internal checklist based on the Accessible and Inclusive Community Events toolkit for all events with more than 50 attendees. 1.2 Ensure all events with 50 or more attendees implement best practice event management principles.	1.1.2	The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and inclusive community events toolkit.	December 2026 Ongoing	Governance and Capability Service (Event Management Records)

Priority Area 2: Inclusive communities and attitudes

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
2	2.1 Review and update as necessary on-line disability awareness training. 2.2 Deliver on-line disability awareness training to all staff and volunteers across SAPOL within employees' Training Gateway individual learning plan.	1.2.1	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.	December 2026 Ongoing	People, Culture and Wellbeing (Training data)
3	3.1 Establish a calendar of events for promotion of disability awareness significant dates (including carers). 3.2 Promote key identified events through appropriate communication channels.			December 2026 Ongoing	People, Culture and Wellbeing (Communication Log)
4	Engage with First Nations peoples living with disability and the services supporting them when reviewing SAPOL's cultural capability training and reflect relevant findings in any training revisions.	1.2.3	The number of actions embedded in our DAIP working towards Closing the Gap targets.		People, Culture and Wellbeing (Meeting records)

Priority Area 3: Universal Design

Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
5	5.1 Apply the principles of Universal Design to audit sites undergoing upgrade works. Identify non-compliant issues and schedule for correction in accordance with risk prioritisation. 5.2 Identify and audit at-risk sites due to age or compliance concerns to ensure universal public access.	1.3.2	The number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, signage and widening doors, and the number of new developments that incorporate Universal Design.	December 2029	Business Services (Audit Report)
6	Apply the principles of Universal Design to all new builds and major redevelopment works.			December 2029	Business Services (Project documentation)

Priority Area 4: Accessible facilities

Outcome: People with disability can access public toilet facilities that meet their needs when out in the community.

No actions have been identified for SA Police under this priority area. SA Police will continue to support whole-of-government initiatives in this area where relevant, even though no direct actions are assigned.

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
7	7.1 Identify key public facing documents to be translated into Easy Read format. 7.2 Develop Easy Read versions of identified documents.	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 Reads.	December 2026	Government and Capability Service (Document Register)
8	Utilise SAPOL social media platforms to amplify emergency management information sharing such as 30 Days 30 Ways.	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, hospital emergencies, crisis services, bushfires, or floods, where timely communication support is essential.	December 2027	Security and Emergency Management Service (Emergency Event Logs)

Priority Area 6: Transportation

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

No actions have been identified for SA Police under this priority area. SA Police will continue to support whole-of-government initiatives in this area where relevant, even though no direct actions are assigned.

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
9	Review and enhance media strategy for Police and Community Engagement Forums to ensure it is inclusive of people with disability, their families and carers, disability service providers including Aboriginal Community Controlled Organisations	1.7.1	The number of public consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOs).	December 2026	Governance and Capability Service (Media Strategy Document)
10	Establish a Disability Service Advisory Network.			December 2027	People Culture and Wellbeing (TOR/Minutes)
11	11.1 Draft a statement for inclusion on advertisements seeking membership on SA Police working groups or committees – encouraging people with disability, (including parents and carers of people with disability) to apply. 11.2 Circulate statement across the organisation, promoting its use for SA Police working groups or Committees.	1.7.2	The number of people with disability (including parents and carers) serving on committees and working groups.	December 2026	People, Culture and Wellbeing Service (Statement drafted) (Committee/ working group data)

Priority Area 8: Housing

Outcome: People with disability have access to appropriate housing.

No actions have been identified for SA Police under this priority area. SA Police will continue to support whole-of-government initiatives in this area where relevant, even though no direct actions are assigned.

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

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

Priority Area 1: Targeted knowledge, understanding and support

Outcome: People with disability are supported by a South Australian education workforce that has the knowledge and skills to meet their needs and help them succeed.

No actions have been identified for SA Police under this priority area. SA Police will continue to support whole-of-government initiatives in this area where relevant, even though no direct actions are assigned.

Priority Area 2: Supports and resources for children and young people

Outcome: Children with disability feel valued, welcomed and have access to inclusive education, starting in the early years.

No actions have been identified for SA Police under this priority area. SA Police will continue to support whole-of-government initiatives in this area where relevant, even though no direct actions are assigned.

Priority Area 3: Targeted transitional supports

Outcome: People with disability have supportive environments to learn, grow, and transition throughout their life.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
12	Review and enhance SA Police Achievemore Volunteer Opportunities webpage to ensure it is inclusive and encouraging of people with disabilities to apply for volunteer roles, where appropriate.	2.3.5	The number of initiatives taken to encourage people with disability to volunteer.	December 2026	People, Culture and Wellbeing Service (Volunteer data)

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
13	Ensure recruitment for Public Sector Act roles processes from application to interview are inclusive by using and promoting the SA Public Sector Employment Toolkit.	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.	December 2026	People, Culture and Wellbeing Service (Selection Documentation)
14	Review recruitment processes and criteria for Police officer and Police security officer roles to identify where reasonable adjustments may be considered that are appropriate for the nature of the role.			December 2028	People, Culture and Wellbeing Service (Process documents)

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
15	15.1 Engage with employees who are carers to identify opportunities to strengthen workplace support. 15.2 Encourage and upskill SAPOL employees on the effective use of workplace adjustments.	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.	December 2026	People, Culture and Wellbeing Service (Internal communications)
16	Develop and promote health and wellbeing initiatives that support employees with disability to thrive in the workplace.			December 2027	People Culture and Wellbeing (Initiatives developed/ Promoted)

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
17	Promote SAPOL employees to update their Equal Opportunity Details on HR21 to strengthen organisational diversity data.	2.6.2	Development and implementation of data collection and reporting systems.	December 2029	People, Culture and Wellbeing Service (Internal communications)

Domain 3: Personal and community support



Outcome Statement: A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs

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 1: Accessibility

Outcome: People with disability can easily access community supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
18	Review and improve access for people with disability to SAPOL services, including prevention supports, by: - Strengthening community engagement (metro, regional, and remote) - Increasing accessibility to information - Building partnerships with disability service organisations		The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.	December 2029	Organisation wide (Client Feedback)
19	Establish a Disability Engagement Officer Role within each District and Region.			December 2029	Governance and Capability (Roles established)

Priority Area 2: Advocacy and supports

Outcome: People with disability are supported to make their own choices and use advocacy when needed to protect and promote their rights.

No actions have been identified for SA Police under this priority area. SA Police will continue to support whole-of-government initiatives in this area where relevant, even though no direct actions are assigned.

Priority Area 3: Information sharing

Outcome: People with disability receive more coordinated and effective support when services work together and share information.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
20	Participate in Inclusive SA Community of Practice meetings and with external disability service providers.	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.	December 2029	People, Culture and Wellbeing Service (Meetings attended)
21	Maintain strategic level liaison with relevant agencies including SAAS, Mental Health Services and the Royal Flying Doctor Service in relation to mental health issues.			December 2029	Metropolitan Operation Services (Number of engagements)

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 actions have been identified for SA Police under this priority area. SA Police will continue to support whole-of-government initiatives in this area where relevant, even though no direct actions are assigned.

Priority Area 5: Programs

Outcome: Government-funded programs and services include disability-specific provisions to enable full and equal participation.

No actions have been identified for SA Police under this priority area. SA Police will continue to support whole-of-government initiatives in this area where relevant.

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.

No actions have been identified for SA Police under this priority area. SA Police will continue to support whole-of-government initiatives in this area where relevant, even though no direct actions are assigned.

Domain 5: Safety, rights and justice



Outcome Statement: A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law

Objective: To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

Priority Areas for Domain 5

- 1 Targeted knowledge, understanding and support
- 2 Responding to emergencies
- 3 Support and navigating the justice system
- 4 Consultation and collaboration
- 5 Safeguarding

Priority Area 1: Targeted knowledge, understanding and support

Outcome: People with disability are understood, supported, and have their rights upheld, including within the justice system.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
22	Enhance existing SAPOL disability awareness training by embedding trauma-informed practice principles and practical guidance for supporting people with disability in policing and justice contexts.	5.1.1	Proportion of emergency responders and staff in out-of-home care, youth detention and correctional settings, equipped with the knowledge, skills and trauma informed principles to confidently support people with all types of disability.	December 2029	People Culture and Wellbeing Service (Training data)
23	Provide disability training and resources to SAPOL staff involved in justice processes to build disability confidence and ensure positive, respectful engagement with people with disability.	5.1.2	Justice and legal workers are disability confident and respond positively to people with disability.	December 2029	People, Culture and Wellbeing Service (Training data)

Priority Area 2: Responding to emergencies

Outcome: People with disability are kept safe during emergencies, with their needs planned for and prioritised.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
24	24.1 Identify and implement additional communication tools to support people with disability, including non-verbal individuals, on SAPOL-issued mobility devices. 24.2 Develop and integrate an accompanying SAPOL online training package to ensure operational members can confidently use these tools.	5.2.1	The number of emergency-response resources and systems developed for people with disability.	December 2028	Security and Emergency Management Service (Tools available and training data)

Priority Area 3: Support and navigating the justice system

Outcome: People with disability receive the right supports for them when navigating the justice system.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
25	25.1 Continue providing specialist training to qualify SAPOL members as prescribed interviewers to ensure vulnerable witnesses are supported and their voices heard. 25.2 Review training content to remain evidence-based and aligned with best practice.	5.3.1	Total number of trauma-informed services to identify and support people with disability in the justice system, including access to legal representation.	December 2029	Crime Service (Training data and review)

Priority Area 4: Consultation and collaboration

Outcome: People with disability are involved in the design and delivery of policies, programs and laws.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
26	Engage people with disability who have lived experience of the justice system in the co-design and review of relevant SAPOL policies, programs, and procedures.	5.4.1	Total number of policies, programs and laws that have been informed by people with disability, who have lived experience of the justice system.	December 2027	People, Culture and Wellbeing Service (Engagement activities)

Priority Area 5: Safeguarding

Outcome: People with disability can access effective, inclusive and responsive safeguarding supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
27	Maintain and strengthen collaboration with the Adult Safeguarding Unit (ASU) to support the Ageing and Adult Safeguarding Act 1995 by: - Monitoring and review of the Memorandum of Administrative Arrangement - Working together to protect vulnerable adults	5.5.3	Total number and type of authorised restrictive practices.	December 2028	Crime Services (Agreement review and meeting records)