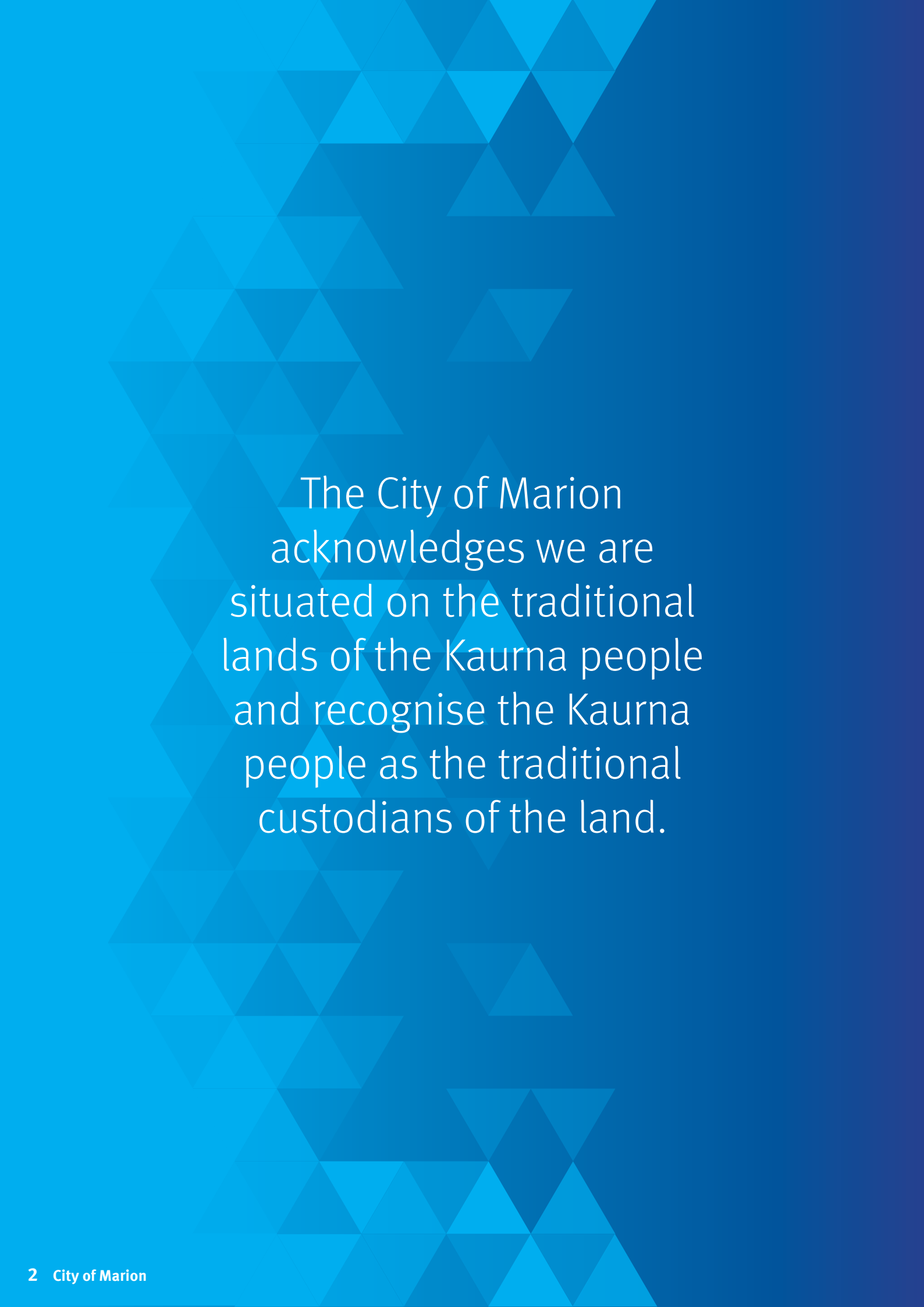


City of Marion Disability Access & Inclusion Plan 2020-2024



The City of Marion
acknowledges we are
situated on the traditional
lands of the Kaurna people
and recognise the Kaurna
people as the traditional
custodians of the land.

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Mayor's Foreword

Welcome to the City of Marion Disability Access and Inclusion Plan 2020-2024.

This plan outlines how Council aims to improve access to facilities and services for people living with a disability.

The plan is based on four themes:

- Inclusive communities for all
- Leadership and collaboration
- Accessible communities
- Learning and employment

Actions we have committed to range from installing more kerb ramps to harnessing the latest technology to improve safety for pedestrians. We will also review accessibility of our libraries, community and cultural centres.

Marion Council is committed to creating an accessible and inclusive city, based on fairness and respect, while also providing a safe and welcoming environment for everyone.

Yours faithfully

Kris Hanna
Mayor, City of Marion



Marion Council is committed to creating an accessible and inclusive city, based on fairness and respect, while also providing a safe and welcoming environment for everyone.



Hendrie Street Inclusive Playground, Hendrie Street Reserve in Park Holme is a regional playground with the first accessible playground in the region

The City of Marion is committed to our purpose: To improve our residents' quality of life; continuously, smartly and efficiently.

The City of Marion is also committed to creating an accessible and inclusive City based on fairness, respect and providing a safe and welcoming environments for all users, outlined in our Equity Access and Social Inclusion Policy.

This Disability Access and Inclusion Plan (DAIP)

demonstrates how we deliver on our purpose and our policy, promoting the rights of people living with a disability.

The City of Marion contributes to improved access and inclusion through the implementation of a variety of plans:

- The Smart City of Marion Strategic Plan
- The City of Marion Walking and Cycling Strategy
- The Open Space Framework

Strategic Context

Strategic Context

The South Australian Government introduced the Disability Inclusion Act 2018 (the Act) in June 2018. The Act supports the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) acknowledging that people living with disability have the same human rights as other members of the community.

The Act also establishes a framework to support a whole-of-Government (State and Local) approach to improving the inclusion of all South Australians living with disability. To achieve this, the Act requires all South Australian Councils to:

- prepare a DAIP in consultation with the community
- lodge their DAIP with State Government by 31 October 2020
- report (to State Government) on the DAIP annually
- review the DAIP at least once in each 4-year period

The City of Marion's DAIP, along with all other State authorities' DAIPs will together support South Australia's implementation of the National Disability Strategy (NDS), which is a coordinated plan across all levels of government within Australia to improve the lives of people living with disability, their families and carers.

Inclusive SA, South Australia's first State Disability Inclusion Plan, was published on 31 October 2019.

The City of Marion's DAIP sets out the actions to be taken over the next four years to achieve a more inclusive city together with documenting actions that are already being undertaken by Council.

DAIPs are also important for raising access and inclusion awareness in the community and promoting the social and economic benefits of a more accessible and inclusive city. The City of Marion is proud to play its role.



Hendrie Street Inclusive Playground

We continually celebrate community diversity ensuring that our place can be anyone's place.

Defining disability

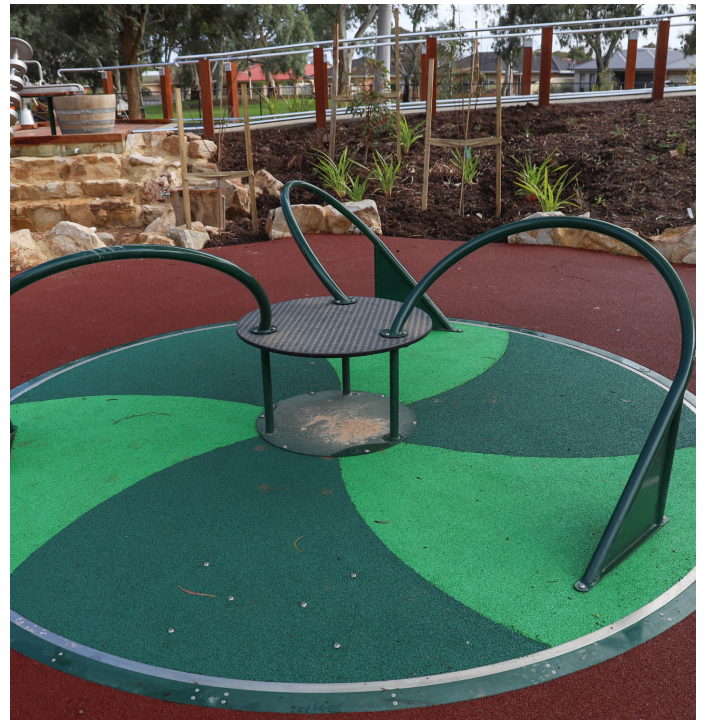
Defining disability

The City of Marion acknowledges Section 3 of the Act: defining disability, in relation to a person, as including long-term:

- physical
- psychosocial
- intellectual
- cognitive
- neurological or
- sensory impairment,
- or a combination of any of these impairments,

Which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others. Reference

Further to the above, the DAIP also supports people with short term experiences with disability.



Hendrie Street Inclusive Playground, Hendrie Street Reserve in Park Holme is a regional playground with the first accessible playground in the region



Hendrie Street Inclusive Playground

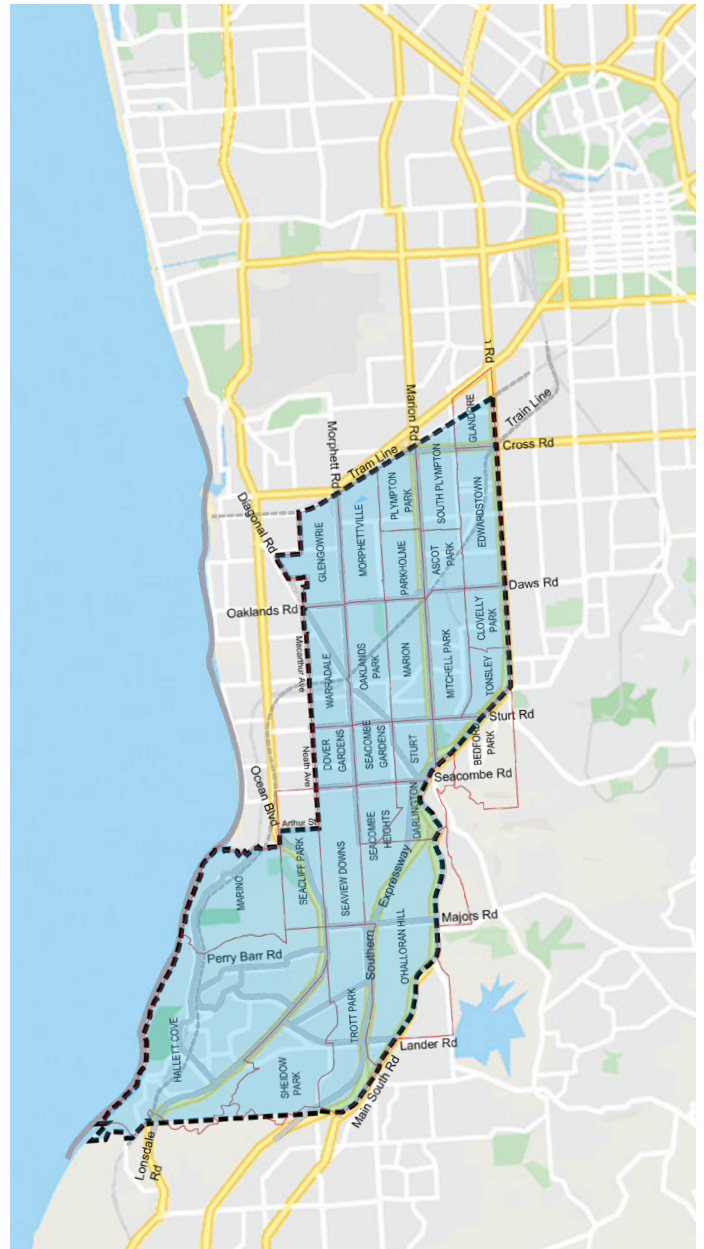
City of Marion

The City of Marion is a 55km² Local Government area, located ten kilometres south west of the Adelaide city centre and neighbours the Cities of Holdfast Bay, Mitcham, Onkaparinga, Unley and West Torrens.

The City of Marion is responsible for and committed to the delivery of a broad range of facilities, services, activities and programs for our community, such as:

- Libraries, neighbourhood and recreational centres
- Community and cultural events, services and programs
- Open space maintenance
- Environmental and waste management
- Road and street works including footpaths and street trees
- Community health and safety
- Building and development services
- Leasing of facilities to community groups

The delivery of these facilities, services, activities and programs, combined with strategic projects, play a key role in improving the quality of life for all our residents, taking into account the imperative to provide programs and services that meet the needs of a diverse range of people such as people from all countries of origin and abilities.



Resident profile

City of Marion
Disability Access
& Inclusion Plan
2020-2024

Resident profile The future challenges, opportunities and key statistics

Demographic data (ABS) for Disability Access and Inclusion Plan 2016

Provision of unpaid assistance to a person(s) with disability

12.1%

City of Marion

12.6%

Greater Adelaide

Median age 2016

39

City of Marion

40

Greater Adelaide

Require assistance with core activities

Requires assistance

Does not require assistance

93.8%

6.2%

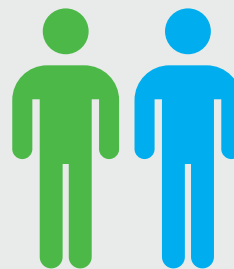
City of Marion

94.1%

5.9%

Greater Adelaide

Projected Population Growth



1% increase per annum 2016-2036

City of Marion

106,338

Greater Adelaide

1,554,857

Aboriginal and Torres Strait Islander

1.2%

City of Marion

1.4%

Greater Adelaide

Older Residents (aged 65 years and older) 2016

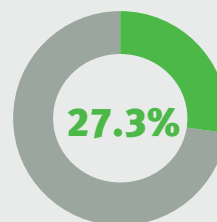
17.3%

City of Marion

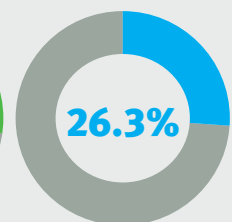
17.2%

Greater Adelaide

Population born overseas 2016

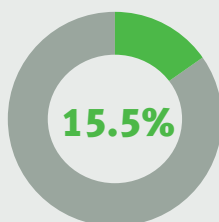


City of Marion

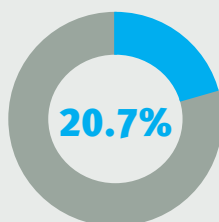


Greater Adelaide

Dwellings without Internet access



City of Marion



Greater Adelaide

Job Seeker 2021

8.1%

City of Marion

8.7%

Greater Adelaide

Health care and Social Assistance is the highest Industry Sector employer

17.4%

City of Marion

15.6%

Greater Adelaide

Employee and volunteer disability profile

Our inclusive culture empowers all of us to connect, belong, and grow.



Employee and volunteer disability profile

The City of Marion actively supports employees via an internal group, specifically trained to promote diversity and inclusion amongst the workforce and provide support to employees and volunteers where required. We actively promote the hiring of people from a wide variety of backgrounds, which makes our organisation stronger. Our inclusive culture empowers all of us to connect, belong, and grow.

18% of City of Marion volunteers surveyed identified as living with a disability.

3% of City of Marion employees surveyed identified as living with a disability.

What our Community has told us

What our Community has told us

Significant and meaningful consultation, including those with and who represent community members living with a disability was crucial in developing the DAIP, to ensure a deep understanding and empathy of the needs of all is factored into the design of services. COVID19 physical distancing restrictions interrupted face to face engagement activities, therefore consultation has occurred online and via telephone.

Two stages of online public consultation were undertaken to ensure our DAIP is relevant and supported.

- **Stage 1** – we sought feedback for inclusion into the Draft DAIP.
- **Stage 2** – we sought feedback on the Draft DAIP. Public consultation revealed the following top 3 priorities:

- Accessibility of footpath and road network
- Accessibility of buildings and facilities
- Accessibility of information

The DAIP includes actions which reflect the feedback received during consultation activities and demonstrates the City of Marion's continued commitment to further enable equity, access and inclusion considerations to be applied across our business operations, including our footpath and road network, facilities, planning and development services, programs, information and public spaces.

The DAIP includes contributions made, as well as identifying new opportunities to improve access and inclusion within our City.



There are several actions which will be delivered by the City of Marion Disability Access and Inclusion Plan between 2020 and 2024. Some example actions include:

- We will deliver a kerb ramp improvement schedule across the city to improve accessibility of our footpaths
- We will install smart technologies to improve pedestrian safety
- We will review the accessibility of libraries, community and cultural centres

Delivering on the commitments within this plan will ensure all aspects of work is considered through the lens of people living with disability and that access and inclusion is at the forefront of our thinking.

COVID19 physical distancing restrictions interrupted face to face engagement activities, therefore consultation has occurred online and via telephone.

Monitoring and Reporting

Monitoring and Reporting

The DAIP will be monitored and reported on internally via the City of Marion project management tool.

In addition, a report will be presented to Council each September, outlining the previous financial

years' contribution towards access and inclusion. The report will outline steps taken, tasks completed, and projects undertaken to deliver the outcomes of the plan including evidence of achievements and progress made.

In order to meet the State legislative requirements for reporting Council will also submit the progress report to the State Government Minister in October each year.



Inclusive communities for all

Priorities

- 1: Involvement in the community
- 2: Improving community understanding and awareness
- 3: Promoting the rights of people living with disability



DAIP ACTIONS	Responsibility	Timeframe	Measurable Target	State Plan Priority Number
1 Integrate disability access considerations in public realm, place making, project planning and delivery	City Activation	2020/2021 2021/2022 2022/2023 2023/2024	Accessibility improvements investigated and delivered where applicable	2
2 Deliver accessible and inclusive programs at City of Marion centres	City Activation Community Connections	Ongoing	Programs are delivered at community and cultural centres for improved accessibility	1
3 Explore opportunities to increase the involvement of children with disability in sports, for example: VACSWIM at Marion Outdoor Pool	City Property	Ongoing	Number of children with a disability participating in VACSWIM	1
4 Explore opportunities with sporting clubs to increase diversity and number of members living with a disability	City Property	Ongoing	Sporting clubs reporting increase in membership base	1
5 Actively seek external funding (e.g. Federal Government SA-HACC) to deliver programs that meet community needs	Community Connections	Ongoing	Grant applications made	3
6 Advocate for access and inclusion improvements with stakeholders involved in the Marion Community Forum	Community Connections	Ongoing	Active participation at Marion Community Forum meetings	1

DAIP Actions



DAIP ACTIONS	Responsibility	Timeframe	Measurable Target	State Plan Priority Number
7 Be actively involved in the Local Government Access and Inclusion Network (LGAIN) and other relevant disability networks	Community Connections	Ongoing	LGAIN meeting attendance	3
8 Deliver programs and initiatives to better equip people living with a disability and those who are elderly that improve their quality of life and that is reflective of our grant funding contractual obligations	Community Connections	Ongoing	Number of programs offered Number of participants completing programs	2
9 Maintain networks with other service providers to maximise awareness of access and inclusion barriers and advocate for improvements	Community Connections	Ongoing	Networks maintained Partnerships formed	1
10 Provide adequate and versatile seating options and program times at Libraries, Community Centres and Council Offices for low lighting and quiet spaces for people with sensory needs	Community Community	2021/2022	Survey customer needs and implement changes where required	2
11 Develop a toolkit to promote accessible and inclusive practices for community events	Customer Experience	2020/2021	Toolkit developed	1
12 Facilitate accessible and inclusive planning and development in the private sector through advocacy and information provision and potential incentives	Development and Regulatory Services	Ongoing	Provision of information	3
13 Undertake employee and volunteer surveys to evaluate attitudes to and awareness of Council's disability inclusion aspirations	People and Culture	Annually	Survey is administered	2

Leadership and Collaboration

Priorities

- 4: Participation in decision-making
- 5: Leadership and raising profile
- 6: Engagement and consultation



DAIP ACTIONS	Responsibility	Timeframe	Measurable Target	State Plan Priority Number
14 Collaborate with members of the community who have lived experience of disability to form a list of community members who can be contacted to provide advice and guidance on request	Community Connections	Ongoing	Reference group established and maintained	4
15 Identify access and inclusion improvement opportunities through consultation with young community members on the City of Marion Youth Collective Committee (YCC) and aged community members through relevant groups	Community Connections	Ongoing	Consultations held with City of Marion Youth Collective Committee and actions identified for improved connection	4
16 Evaluate Hendrie Street Reserve Inclusive Playground to understand community value of this space and opportunities for accessibility improvements within other open space projects	City Activation	2020/2021 2021/2022 2022/2023 2023/2024	Evaluation complete Opportunities identified	6
17 Conduct relevant social/demographic research that informs evidence base - continue to share findings across team and wider City of Marion	Community Connections	Ongoing	Research undertaken	5

DAIP Actions

Accessible Communities

Priorities

7: Universal Design across South Australia

8: Accessible and available information

9: Access to services



DAIP ACTIONS	Responsibility	Timeframe	Measurable Target	State Plan Priority Number
18 Identify accessibility opportunities for Coastal Walkway upgrade Stage 1 and 2 (recognising that it is not feasible to make the entire walkway accessible)	City Activation	2020/2021 2021/2022 2022/2023 2023/2024	Accessibility improvements investigated and delivered where applicable for Stage 1 and 2	9
19 Install smart technologies to improve pedestrian safety	City Activation	Ongoing	Improvements installed	9
20 Use the State Government Inclusive Play Guidelines to guide the development of accessible and inclusive playgrounds and open spaces within the City of Marion	City Activation	Ongoing	Inclusive Play Guidelines utilised	7
21 Deliver training to Council employees and contractors on access, inclusion and universal design	People and Culture	Ongoing	Training/induction delivered	7
22 Develop and apply access and inclusion checklist in all project and infrastructure planning, delivery and facility maintenance (new and minor renewals)	City Activation City Property	Ongoing	Checklist developed, communicated and utilised	7

DAIP Actions



DAIP ACTIONS	Responsibility	Timeframe	Measurable Target	State Plan Priority Number
23 Investigate the development or application of a universal access guideline – to advocate for best practice in designing dwellings (recognising limitations under the Act and Building Code of Australia)	City Activation Development and Regulatory Services	2020/2021	Demonstrated use of guideline	7
24 Review provision of on-street and off-street accessible car parking to ensure it continues to balance the needs of a range of users including drivers, carers and modified vehicles	City Property Engineering, Assets and Environment Development and Regulatory Services	2021/2022	Review completed	7
25 Ensure equitable access to Community Development funded programs and initiatives are maintained	Community Connections	Ongoing	Number of grants provided to Not for profit organisations, community groups or voluntary associations aligned to the City of Marion Equity, Access and Social Inclusion Policy	9
26 Improve the curated library collections specific to the access and inclusion needs within our community, including dyslexia collection, large print and literacy collections as well as visual and e-resources	Community Connections	Ongoing	Increased collection resources	8
27 Monitor and review City of Marion recharge points for mobility scooters and identify new potential recharge installation locations	Community Connections	2021/2022	Review undertaken Additional sites identified Additional recharge points installed	9

DAIP Actions



DAIP ACTIONS	Responsibility	Timeframe	Measurable Target	State Plan Priority Number
28 Review accessibility of libraries, community and cultural centres	Community Connections	2020/2021	Review completed and improvement opportunities identified, and implementation scheduled	9
29 Include accessibility requirements question in event bookings (online and other)	Community Connections Customer Experience	Ongoing	Ongoing Question included at time of booking	9
30 Promote the State Government access and mobility app (once developed) to assist people navigate our City e.g. accessible playgrounds, parking, accessible toilets and changing places sites	Customer Experience	2022/2023	Access and mobility app promoted	9
31 Ensure design standards consider technical specifications that meet Australian Standards for all new and renewal projects	Engineering, Assets and Environment	Ongoing	Review and maintain standards	7
32 Deliver kerb ramp improvement schedule across the city	Field Operations	2021/2022 2021/2022 2022/2023 2023/2024	Schedule delivered (this schedule is likely to extend beyond 2024)	9
33 Install, activate and maintain hearing loop in the Council Chamber, Administration Customer Service and Cove Civic Centre. Consider installation of hearing loops in any new buildings or refurbishment projects	Governance	2020/2021	Hearing loop installed, activated and maintained	8

Learning and Employment

Priorities

10: Better supports within educational and training settings

11: Skill development through volunteering and support in navigating the pathway between learning and earning

12: Improved access to employment opportunities and better support within workplaces



DAIP ACTIONS	Responsibility	Timeframe	Measurable Target	State Plan Priority Number
34 Review Life Skills Program to ensure relevant to community need, and provides opportunity for people with disabilities to develop skills to enhance their ability rather than their disability	Community Connections	2020/2021	Increased skill development for participants, numbers attending	11
35 Provide Disability Traineeship opportunities to people living with a disability	People and Culture	2020/2021 2021/2022	Completion of qualification	10
36 Continue to develop meaningful volunteer and work experience opportunities for people living with disability	People and Culture	Ongoing	Proportion of people living with disability, who volunteered or undertook work experience	11
37 Ensure employment and volunteer policies and processes maximise opportunities for people with disability	People and Culture	Ongoing	Survey Volunteers every 3 years	11 & 12
38 Promote employment practices that support reducing barriers to employment for people with a disability	People and Culture	Ongoing	100% of Leaders attending training	12



CITY OF

MARION

Disability Access & Inclusion Plan 2020-2024

City of Marion Administration Centre

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