

ACTIONS		PROGRESS UPDATE	PROGRESS COMPLETE
2021	1. Extend the range of free/low cost accessible and inclusive programs and services delivered with community	- Diverse programs continue to be offered in community, youth, positive ageing, Neporendi and libraries catering for all abilities. - Completed the Age Friendly Onkaparinga Project, which identified opportunities and improvements to increase accessibility and age friendliness at community centres. - Inclusive sport offered through sport and recreation facilities, programs and services such as at Niipu-niipu Wama Reserve in partnership with Roger Rasheed Sports Foundation.	COMPLETED
	2. Develop and distribute the Better Access Better Business inclusive guide to support businesses to become more inclusive	- Better Access is Better Business program developed and implemented. - Online materials include a best practice guide to accessibility, promotional and training videos. - Easy to follow toolkit with templates created for businesses.	COMPLETED
	3. Engage with people with lived experience of access and inclusion through the reinvigoration of a Disability Inclusion Reference Group	- Disability Engagement Focus Group (DEFG) created to contribute towards access and inclusion matters. The DEFG has diverse representation of people with lived experience of disability across all ages and have been essential in the development of the new draft Inclusive Communities Action Plan 2026-30. - Engagement has also been achieved through: - the Local Government Access and Inclusion Network which provides monthly networking, learning opportunities and collaborative projects across local government. - the Regional Disability Group which provides regional sector networking, shared learnings and deeper understanding of lived experience. - our Ability Program where we hear directly from people with lived experience and their families. - Community of Practice forums facilitated by people with lived experience of disability focusing on universal design, training and awareness, engagement and employment.	COMPLETED

ACTIONS		PROGRESS UPDATE	PROGRESS COMPLETE
		- Onkaparinga Dementia Friendly Alliance South Australia, who coordinates activities contributing towards a dementia friendly community. Recent connections have supported our positive ageing centres becoming more dementia friendly. • Engagement Framework Review 2024 included recommendations on how to involve lived experience perspectives in council matters.	
	4. Improve inclusivity and accessibility criteria of relevant grant programs	• Inclusive Communities Project Officer assessor on the grant assessment panel in 2022 and 2023. Feedback provided on how the grants programs can be more inclusive and better align with Inclusive Communities Action Plan outcomes. • Introduction of new inclusive criteria in grant guidelines in 2021 and further strengthened in 2024 with 'disability' included as a priority group and given greater weighting in scoring matrix. • Inclusive Communities Project Officer included as a subject matter expert as part of revitalised Onkaparinga Community Grants Program and is part of the 2026 Engagement Framework Review.	COMPLETED
	5. Develop a method to track the percentage of people with disability employed or volunteering with City of Onkaparinga	• Staff profile campaign 'What makes you, you, makes us, us' undertaken to capture disability information. • Diversity Equity and Inclusion Policy and Workforce Plan updated to support disability recruitment, employment and volunteering. • Process for ongoing data capture now complete, however, it is not compulsory for staff to provide this information. As such, it is only possible to track the number of people who have chosen to disclose they have a disability.	COMPLETED
	6. City of Onkaparinga Team Value Awards includes an Inclusion category	• Action is now redundant – Team Value Awards are no longer a council program. This was formally removed as a deliverable in the Plan.	COMPLETED

ACTIONS		PROGRESS UPDATE	PROGRESS COMPLETE
2022	7. City of Onkaparinga employee induction (onboarding) and volunteering process includes access and inclusion	- Special Broadcasting Service (SBS) Core Inclusion Modules used as part of onboarding and introduced for all existing staff. Modules released to all staff include Disability Awareness, Diversity and Core Inclusion, and First Nations. - New Diversity Training Module created by Learning and Development and made available as part of onboarding in 2025.	COMPLETED
	8. Create Easy Read versions of strategies and action plans published on City of Onkaparinga website	- Accessible Easy Read versions of the Community Vision 2034 and Inclusive Communities Action Plan available on our website. - All other identified strategies and plans converted to plain English or Easy Read based on primary audience. - Staff trained in Easy Read and accessible communications.	COMPLETED
	9. Explore the application of universal design principles to new and existing infrastructure	- Universal design is considered in project design scopes. - Universal design principles applied to new and existing footpaths, road bridges, car parks lighting, open spaces, road sign renewals/improvements. - Council's landscape designers and architects trained in universal design.	COMPLETED
	10. City of Onkaparinga employees are supported to undertake access and inclusion related training	- Dedicated training on disability inclusion, dementia awareness, neurodivergence, inclusive recruitment, LGBTQIA+ and disability, accessible events and communications provided to staff across the organisation and run by specialists organisations such as Purple Orange and Dementia Australia. - Special Broadcasting Service inclusion training has been delivered for all staff, including a module focussed on disability.	COMPLETED
	11. Increase employment opportunities at City of Onkaparinga for people with a disability	- Business mentoring program led by disability advocate Purple Orange focusing on disability employment. - When employment roles are advertised, descriptors now actively encourage people with disability to apply.	COMPLETED

ACTIONS		PROGRESS UPDATE	PROGRESS COMPLETE
		Reasonable adjustments are made in interviews in support of inclusive recruitment practices.	
	12. Include disability awareness information and training in elected member induction processes.	- Elected members provided access to training in Disability Awareness, Diversity and Core Inclusion as part of induction process. - Access and inclusion information shared as part of the elected member workshop on 10 February 2026.	COMPLETED
2023	13. Implement a mechanism to record <i>Disability Discrimination Act 1992</i> (DDA) issues, complaints and outcomes	- A system has been developed using our customer relations reporting mechanisms in One Council. Discrimination issues, including disability discrimination will now be classified as a Tier 2 complaint, to be escalated and managed by Corporate Governance upon receipt of the complaint. - A reporting structure has been developed alongside the procedure. The data from this report can be used to demonstrate historical trends. - We have also created a reporting mechanism in One Council.	COMPLETED
	14. Audit car park lighting to identify compliance issues on disability parking and determine priority for future upgrade of lighting to comply with current Australian Standards	- Audit undertaken by council's asset planner of car park lighting locations requiring compliance upgrades. - These priority sites have been recorded on council's GIS mapping for future upgrade to comply with current Australian Standards.	COMPLETED
	15. Explore feasibility and partnership opportunities to improve beach accessibility	- Universal access beach mat trial conducted at Moana Beach. Beach accessibility also considered at the foreshore for both Moana and Sellicks Beach including providing protection from the elements for people living with disability. - General beach accessibility improvements have included increased parking, seating, ramps, handrails and amenities like accessible toilets and drinking fountains. - Planning underway to conduct future beach accessibility audit as part of new Inclusive Communities Action Plan and the exploration of potential partnerships.	COMPLETED

ACTIONS		PROGRESS UPDATE	PROGRESS COMPLETE
	16. Provide meaningful volunteer opportunities for people living with disability	• Volunteer application form simplified for accessibility. • Survey of volunteers conducted to identify disabilities and to match opportunities to skill sets and interests. • Multiple disability inclusion sessions conducted with volunteers.	COMPLETED
	17. Ensure corporate templates and forms are accessible and incorporate inclusion as a standing item in team meetings.	• Council's new communications style guide now incorporates accessible language guidelines. • A review of corporate templates and forms identified those requiring accessibility improvements based on these guidelines with updates being made in line with the style guide.	COMPLETED
	18. Incorporate Inclusive SA Communication toolkit into City of Onkaparinga Communication Guide	• Toolkit reviewed and implemented, and improvements being tracked by communications team. • Improvements have included using more accessible and simplified language, guidelines for use of images, colours and formats. • The introduction of an accessibility widget on council's website with simple to use icons to support screen readers, closed captions and accessible fonts has been effective. • Auslan interpreters are being used at programs and activities across council.	COMPLETED
	19. Implement Inclusive SA engagement toolkit within our engagement practice	• Toolkit reviewed and cross checked against existing engagement procedures and methods to ensure best practice. • A review report has been compiled on how we can strengthen our engagement techniques with people living with disability. This has been included as a reference document to inform our Engagement Framework Review in 2026.	COMPLETED
	20. Implement Inclusive SA event toolkit in our event planning and delivery	• Events team use this toolkit as a reference in event coordination and facilitation. Examples include 'sensory hour' at Trucks on Tour, portable accessible toilets at events, sensory spaces, clear signage and dedicated spaces for accessible viewing.	COMPLETED

ACTIONS		PROGRESS UPDATE	PROGRESS COMPLETE
	21. Implement Inclusive SA toolkit for signage, wayfinding and multimedia devices	- This toolkit has been embedded into our signage guidelines and actively used as part of our signage work improvements. - Multimedia devices have been delivered through the use of our online website accessibility widget.	COMPLETED
	22. Incorporate Inclusive SA Play Guidelines where appropriate when designing our playgrounds and play spaces	- Guidelines considered by asset planners, project and work teams and architects when designing playgrounds. - The result has included installation of equipment and spaces where people of all abilities can participate safely, such as at Wilfred Taylor Reserve playground and with features like communication boards and sensory fidget activities adding to the inclusive experience.	COMPLETED
	23. Install signs on our buildings indicating disability access once accredited	- New disability signage has been installed across council on toilets, lifts, building entrances, within buildings with use of braille and universally recognised icons. - Dementia friendly signage has been placed at specific locations at our positive ageing centres to provide easy to follow directions and to label utilities and services like hot taps and kettles with boiling water. - Several audits have occurred at community centres and are planned at other community facilities to identify future signage requirements.	COMPLETED