



District Council of
**ORROROO
CARRIETON**

DISABILITY ACCESS AND INCLUSION PLAN

2025 – 2029

“A Community where no one is left behind”





CONTENTS

Message from the Mayor	3
About Us	4
Our Vision	5
Our Workplace / Staff	6
Strategic Context	7-8
Plan Development / implementation / Outcomes	9-10
Action Tables	11-20
Contact Details	21

“Disability is diverse and experienced by people of all ages, backgrounds and cultures. It can include physical, sensory, cognitive, intellectual, psychosocial and invisible disabilities.”

Acknowledgement of Country

The Orreroo Carrieton District Council acknowledges and respects Aboriginal people as the State’s first people and recognises their traditional relationship with Country.

We also acknowledge that the spiritual, social, cultural and economic practices of Aboriginal people come from their traditional lands and waters, and that the cultural and heritage beliefs, languages and laws are still of importance today.





MESSAGE FROM THE MAYOR

I am pleased to present the District Council of Orroroo Carrieton's Disability Access and Inclusion Plan (DAIP) 2025 -2029.

The District Council of Orroroo Carrieton is committed to building strong communities which has friendly and welcoming places where everyone can enjoy our comprehensive range of environments and experiences and also feel like they belong and want to contribute.

This Disability Access and Inclusion Plan (DAIP) will help provide inclusive equity and access to Council services, facilities and functions.

Any person with a disability has a right of inclusion and equality by accessing and participating in all aspects of community life and over many years, Council has undertaken a number of initiatives to create opportunities for people with a disability and their carers.

This DAIP process involved comprehensive community consultation, and talking to relevant stakeholders. It has shown Council that more still needs to be done.

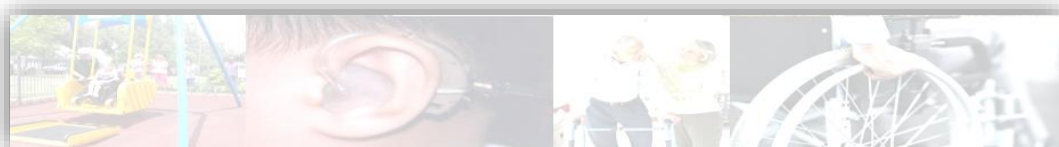
I fully support this Plan as part of the Council's commitment to accessibility and inclusion and I encourage all employees, community members and visitors to participate in the implementation and enhancement our ever-improving Plan.



Grant Chapman

Mayor

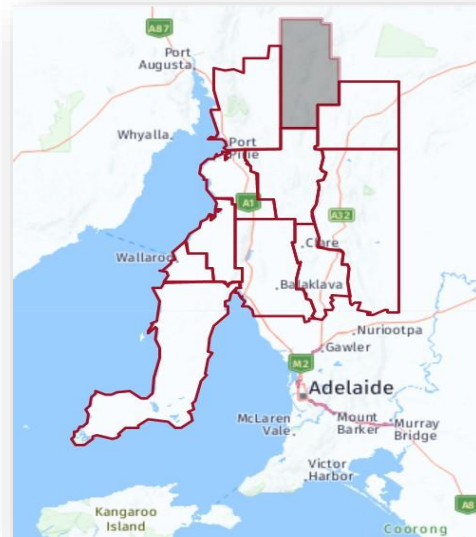
District Council of Orroroo Carrieton





ABOUT US

Orroroo is located in the mid north of South Australia, approximately 3 hours' drive north of Adelaide and one hour east of Port Augusta and intersects two major road transport routes from the eastern to western states (from Sydney to Perth) and from the Northern Territory and South Australia (Adelaide to Darwin).

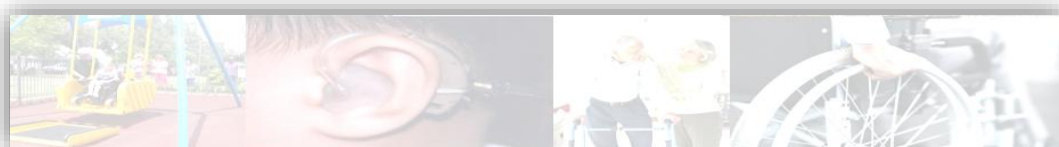


Situated at the southern base of the Flinders Ranges the area retains much of its 1880's charm and is a popular tourism destination. The district has two major towns, Orroroo and Carrieton, with smaller historical locations of Eurelia, Black Rock, Morchard, Yatina, Pekina, Johnburgh and Belton dating back to the 1800's.

Orroroo has a range of essential services including a major Hospital, Health Centre, Area School, a Library, Aged Care facility, a variety of community and culture associations. The sporting facilities and clubs are vibrant and well supported and are extremely competitive within localized competitions. The town centre hosts a range of business and trades which support the district.

The primary commerce in the region is agriculture, with the predominant commodity being cereal grains, legumes, meat and wool.

Council works across industry sectors including food production, mining and engineering, energy, tourism and social services to ensure the opportunities in these areas are maximised and that new business opportunities are supported.





OUR VISION

This Disability Access and Inclusion Plan (DAIP) carries forward the District Council of Orroroo Carrieton's strategic commitment to prioritising the inclusion of all people with a disability across a range of areas, by eliminating barriers, so they can enjoy the rights and opportunities provided to all citizens and reach their full potential.

We will achieve this by:

- Facilitating inclusive communities for all
 - Promote a culture of belonging, respect and understanding for people living with disability.
 - Ensure Council events, public spaces and community life are welcoming and accessible to everyone.
- Leadership, collaboration and community engagement
 - Demonstrate strong leadership by integrating access and inclusion into all Council planning, decision-making, operations and asset management.
 - Collaborate with people with lived experience, advocacy groups and other stakeholders in the co-design of policies, plans, services and infrastructure.
 - Build awareness across Council staff, elected members and the community about rights, obligations and best practice in disability inclusion

The Plan is a dynamic document which recognises community and cultural diversity and acknowledges the valuable contribution of everyone to the social and economic fabric of our society.





OUR WORKPLACE / STAFF

The District Council or Orroroo Carrieton is committed to ensuring that our workplace culture, staff practices and public-facing services support accessibility, inclusion and respect for all members of our community. Council recognises that the way we engage with the public has a direct impact on the experience of people living with disability, and we are committed to continuous improvement in this area.

Our staff play a vital role in:

- Delivering equitable and accessible customer service in person, online and by phone.
- Providing information in formats that are inclusive, clear and easy to understand.
- Supporting people to participate in Council meetings, programs, events and consultations.
- Applying principles of respect, dignity and inclusion in all interactions with community members.

Council's policies and plans provide the framework for these commitments, including:

- Public Health & Wellbeing Plan – which emphasises equity in health and wellbeing outcomes, including the removal of barriers for people with disability.
- Employee Recruitment Policy – which ensures that recruitment and employment practices are inclusive, fair and supportive of diversity, with reasonable adjustments available for applicants and staff.
- Child Safe Policy – which ensures that the safety and wellbeing of children, including children with disability, are at the centre of Council's programs, facilities and decision-making.
- Work Health and Safety Policies – which recognise the diverse needs of staff and community members in creating safe and accessible work and public environments.





STRATEGIC CONTEXT

The District Council of Orroroo Carrieton's Disability Access and Inclusion Plan is shaped by a strong legislative and policy framework at the local, state, national and international levels. This ensures that our work is consistent, accountable, and aligned with broader commitments to inclusion and human rights.

Equal Opportunity Act 1984 (SA)

Prohibits discrimination in employment on the grounds of age, sex, sexuality marital status, pregnancy, race or physical and intellectual impairment. It aims to prevent discrimination against people and to give them a fair chance to take part in economic and community life.

Disability Inclusion Act 2018 (SA)

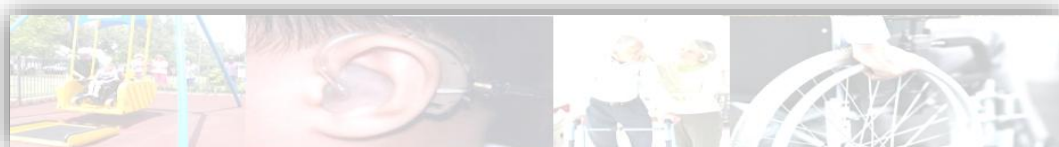
This Act ensures that mainstream services are accessible to all South Australians with a disability, enabling them to fully participate in their community without barriers to equal access and inclusion. Under the Act local government is required to develop and implement Disability Access and Inclusion Plans, in full consultation with people with a disability and their communities.

State Disability Inclusion Plan 2025–2029

The State Plan sets a whole-of-government approach to disability inclusion in South Australia. It identifies priority areas and actions to reduce barriers, promote equity, and foster inclusive communities. Council's plan aligns with this framework to ensure our local actions support and complement state-wide priorities.

Disability Discrimination Act 1992 (Fed)

Was enacted by the Australian Parliament to protect individuals with disabilities from discrimination in multiple contexts, including employment, education, and access to public services. The Act aims to ensure that people with disabilities have the same rights and opportunities as those without disabilities.





STRATEGIC CONTEXT (Cont.)

Australia's Disability Strategy 2021–2031 (ADS)

This national strategy represents a shared commitment by all levels of government to create a more inclusive society. It focuses on improving outcomes for people with disability across key domains such as employment, housing, safety, health, education and community attitudes. Council's work contributes to these broader goals at a local level.

National Disability Reform Agenda

A State-wide implementation of the Governments response to the Disability Royal Commission, with continued reform of the National Disability Insurance Scheme (NDIS), and progress to deliver Australia's Disability Strategy 2021–2031 (ADS).

United Nations Convention on the Rights of Persons with Disabilities

The development of DAIPs also aligns with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), ratified by Australia in 2008, and the Optional Protocol signed by Australia in 2009. The convention acknowledges the value of existing and potential contributions made by people with disabilities to the overall wellbeing of their communities. It is underpinned by eight guiding principles based on respect, equality and non-discrimination.

The UNCRPD, defines persons with disabilities as including those who have long-term physical, mental, intellectual or sensory impairments which interact with various barriers to hinder their full and effective participation in society on an equal basis with others.

"Together, these frameworks guide the District Council of Orroroo Carrieton in developing practical actions that reflect both our local community needs and the broader state, national and international commitment to building inclusive, accessible communities."





PLAN DEVELOPMENT / OUTCOMES

Consultation & Community Engagement

Community stakeholders including the Hospital and Community Home, Orroroo Area School, Elected Members and Strength for Life staff were invited to provide feedback and comment on the draft Plan during April 2026.

The Plan was released for wider public consultation during April & May 2026. It was promoted through Council email contacts, website, posters on community notice boards etc.

Following the closure of the public consultation period on Monday 18th May 2026, Council considered submissions and made necessary amendments to the Plan before adoption on 27th May 2026.

Implementation of this Disability Access and Inclusion Plan

Following adoption of the Plan Council will ensure it is:

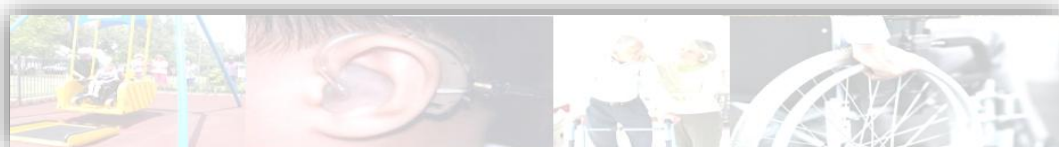
- Distributed to elected members, relevant management, employees and any appropriate Council advisory committee for action;
- Published on the Council website;
- Notified to the public and made available at the Council office, as well as a hard copy and online.

Disability Access and Inclusion Plan Outcomes

The Council's DAIP helps to ensure that the rights of people living with a disability are upheld, and that this is the responsibility of the whole community. People with a disability should also be able to access and participate in all aspects of our society, including using 'mainstream' services and programs. Social inclusion is fundamental to quality of life and critical to achieving positive life outcomes across all domains.

The development of a Disability Access and Inclusion Plan represents a commitment by the Council which will help ensure social inclusion and access for all our residents and visitors.

The outcomes will also align with the South Australian Government's State Disability Inclusion Plan, the National Disability Strategy and the relevant legislative requirements.





PLAN DEVELOPMENT / OUTCOMES (Cont.)

Evaluation and Review

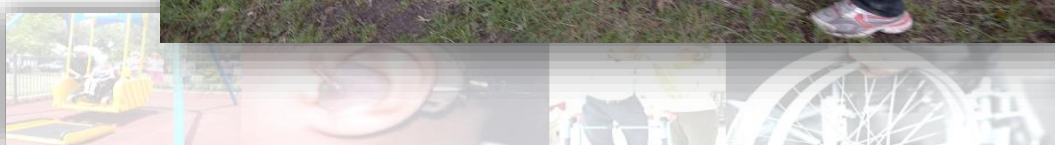
The Plan will be evaluated through the following processes:

- An assessment on what actions in the DAIP have been either fully or partially addressed;
- Engaging with the communities and stakeholders, and seek feedback in relation to the progress of the Plan;
- All feedback will be recorded and reviewed for any future Plan adjustments and actions.
- An annual report on the DAIP on progress will be completed.

Actions Already Undertaken by Council

As an ongoing process in the development of the DAIP, Council has been progressive with establishing compliant access ramps to facilities, has improved footpaths and access to playgrounds, parks and reserves, has incorporated communication signage and has improved many administrative processes and policies against discrimination.

Council is moving forward with large infrastructure projects (Main Street Upgrade, Recreation Grounds Masterplan & Carrieton Beautification Project) which incorporate the DAIP into the design and implementation and this DAIP will assist in the identification and prioritisation of barriers and gaps, to make Council's infrastructure and business more accessible and inclusive to all.





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

- Active participation
- Inclusive communities and attitudes
- Universal Design
- Accessible facilities
- Communications and information
- Collaboration, consultation and innovation





Table Domain 1: Inclusive environments and communities

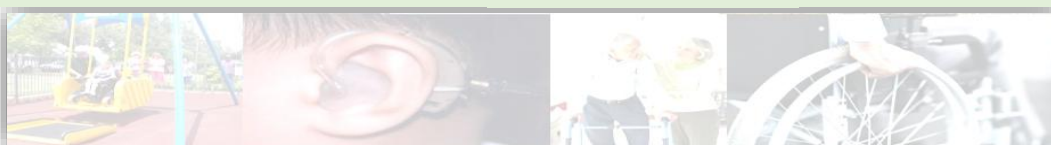
Priority Area 1 **Active Participation** – People with disability are active participants in accessible and inclusive communities.

State Measure	Action	Measure	Timeframe	Responsibility
1.1.2	Inclusive programming of accessible activities and events, including flexible participation options, when identified, (online or live streaming) for those unable to attend in person	The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles.	Annually	Council
1.1.3	Regularly evaluate and facilitate event inclusion and accessibility for people with disability at all Council-managed or contracted events.	Ongoing evaluation of accessibility at Council managed or contracted events through post event feedback.	Ongoing	Council
1.1.4	Identifying programs and services when needed, designed to be inclusive. ensuring they are accessible and welcoming to people of all abilities – including digital help sessions, craft and social inclusion groups and outreach programs in less accessible parts of the council area such as Carrieton & Pekina.	Continued monitoring and evaluation of programs and services to ensure they remain inclusive and responsive.	Ongoing	Council





Priority Area 2 Inclusive Communities & Attitudes – People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.				
State Measure	Action	Measure	Timeframe	Responsibility
1.2.1	Advance disability inclusion and foster positive community attitudes by increasing the number of initiatives that promote accessibility, awareness and inclusive practices. This includes expanding staff and volunteer participation in disability awareness training – particularly in Universal Design principles – to build capacity, confidence and understanding across all areas of community engagement	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including: • The number of staff and volunteers participating in disability awareness training, including Universal Design. • Universal Design Principals incorporated into pending & ongoing Orroroo Main Street Upgrade, Carrieton Township Beautification and Orroroo Recreation Ground Masterplan Projects.	Annually	Council
1.2.2	Strengthen disability inclusion and shift community attitudes by increasing the number and visibility of initiatives that promote inclusion, accessibility and awareness. This includes targeted community programs that foster inclusive practices, updates in local Goyder's Line Gazette, hence build organisational capacity for disability confidence.	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including: • The number of workplace initiatives promoting disability inclusion & value. • The number of community & recreational initiatives promoting disability inclusion, equality and mutual respect.	Annually	Council





1.2.3	Culturally safe engagement and co-design through engagement with Indigenous people and multicultural community members, their families, carers, and communities in the design of DAIP initiatives that reflect their lived experiences and cultural values.	The number of actions embedded in our DAIP working towards Closing the Gap targets. (Alignment: This measure aligns with Priority Reform One of the National Agreement on Closing the Gap, Formal Partnerships and Shared Decision Making, which promotes genuine engagement with Indigenous people.	Annually	Council
-------	---	--	----------	---------

Priority Area 3 **Universal Design** – Everyone in South Australia can access and enjoy inclusive and accessible natural & built environments.

State Measure **Action** **Measure** **Timeframe** **Responsibility**

1.3.1	Record and report on accessibility modifications to the public utilised Council buildings/entry, including details such as the type of modification (e.g. signage installation, door widening)	The number of public utilised Council buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors	Annually	Council
-------	--	--	----------	---------

1.3.2	Record and report on new Council-built / Approved developments, including how Universal Design principles were incorporated.	The number of new Council developments that incorporate Universal Design.	Annually	Council
-------	--	---	----------	---------

1.3.3	Record and report on ways that parks, reserves and playgrounds within our Council area are built or modified to improve accessibility.	The number of parks, reserves, and playgrounds (within these areas) that are built or modified to improve accessibility.	Annually	Council
-------	--	--	----------	---------





1.3.4	Record and report on design process and modifications for implementation of the Orroroo Main Street upgrade	Amount of path widening, ramps, parking meeting Universal Design principals • Number of disability access parking spaces • Number of access ramps	June 2027	Council / Independent Design Firm
	Record and report on modifications and projects for Orroroo Recreation Grounds Masterplan redevelopment including Disabled parking, clear access pathways, playgrounds to meet accessibility Universal Design Principals	The number of pathways, parking & playgrounds areas meeting Universal Design Principals • Number of disability Access Parking spaces • Feedback on accessibility Paths, improved building entry points	2030	Council (consultation with Orroroo Recreation Group)
Priority Area 4	Accessible Facilities - People with disability can access public facilities that meet their needs when out in the community.			
State Measure	Action	Measure	Timeframe	Responsibility
1.4.1	Accessible unisex facilities for all public amenities throughout the district are maintained and meet Australian Standard changes.	The number of public Council owned toilet facilities across the Council area that meet accessibility standards and/or a designated Changing Places facility.	Annual	Council
	Upgrade of paths and accessibility ramps to Carrieton Town Hall & General Store as part of Carrieton Township Beautification	Community Feedback on effectiveness and convenience of upgrades	June 2026	Council





Priority Area 5	Communication and Information - People with disability can find the information they need in the format(s) they need it in.			
State Measure	Action	Measure	Timeframe	Responsibility
1.5.1	Identify gaps in the provision of accessible communication in line with Web Content Accessibility Guidelines and the use of assistive technology.	The number of resources or materials that have been developed in accessible formats	Annually	Council
	Develop a strategy to address the provision of accessible communication.	Feedback from communication networks	June 2027	Council
	Installation of Communication Story Boards at Orroroo Recreation Ground per Speech Pathologist Specifications: <i>"the park that speaks to everyone"</i> .	The number of Communication Story Boards catering for a variety of communication needs, placement and delivery.	Jan 2027	Council (consultation with Orroroo Recreation Group)
Priority Area 7	Collaboration, Consultation & Innovation - People with disability are actively involved in government decisions that affect their lives.			
State Measure	Action	Measure	Timeframe	Responsibility
1.7.1	Ensure public consultations include and seek input from priority groups through accessible communication means.	The number of public consultations that included and sought input from people with disability.	Annual	Council
1.7.2	Independent membership on Council Committees and Working Groups to be inclusive and promoted to the entire community.	The number of people with disability, including parents and carers, serving on committees and working groups.	Annual	Council





Table Domain 2: Education & 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

- Targeted transitional supports
- Access to employment opportunities
- Inclusive work environments





Table Domain 2: Education & Employment

Priority Area 3 **Targeted transitional supports** – People with disability have supportive environments to learn, grow, and transition throughout their life.

State Measure	Action	Measure	Timeframe	Responsibility
2.3.5	Encourage volunteering among people with disability at Council facilities and sites	The number of initiatives taken to encourage people with disability to volunteer.	Annually	Council

Priority Area 4 **Access to employment opportunities** – People with disability have supportive environments to learn, grow, and transition throughout their life.

State Measure	Action	Measure	Timeframe	Responsibility
2.4.3	Improve inclusive recruitment practices.	The number of organisational considerations adopted to improve inclusive recruitment for people with disability.	December 2027	HR Council / Skytrust – Recruitment records & processes

Priority Area 5 **Inclusive work environments** – People with disability have access to supportive places to earn.

State Measure	Action	Measure	Timeframe	Responsibility
2.5.1	Provide disability awareness and inclusion training to management team.	Periodical management awareness training, workplace adjustments and mentoring programs.	Ongoing	Council
	Celebrate and promote disability inclusion through internal communications and events.	Number of promotional activities or communications.	Annually	Council





Table Domain 3: Personal & 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

- Accessibility
- Information Sharing
- Programs





Table Domain 3: Personal & Community Support

Priority Area 1	Accessibility – People with disability can easily access community supports and services.			
State Measure	Action	Measure	Timeframe	Responsibility
3.1.1	Establish and strengthen collaboration and partnerships with service providers and community organisations to improve access to supports and services for people with disability.	The number of community organisations with measures to attract & assist persons with disability. The number state run services to area	Annually	Council / State Authorities

Priority Area 3	Information Sharing – People with disability receive more coordinated and effective support when services work together and share information.			
State Measure	Action	Measure	Timeframe	Responsibility
3.3.1	Participation in meetings with external disability service providers.	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and our DAIP.	Annually	Council
	Promotion of Community Grants programs.	The number of Council grants and funding amount distributed to enhance disability inclusion.	Ongoing	Council
	DHS Julia Farr Grant implementation	The number of communication boards installed	Jan 2027	Council / Orroroo Recreation Group





Priority Area 5	Programs – Government-funded programs and services include disability-specific provisions to enable full and equal participation.			
State Measure	Action	Measure	Timeframe	Responsibility
3.5.1	Distribute grants and funding to initiatives that enhance disability inclusion, and collect reporting through detailing recipients, funding amounts, and purposes.	The number of Council grants and funding amount distributed to enhance disability inclusion.	Annually	Council
	Participate in LGAIN and COP meetings and with external disability service providers.	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and our DAIP.	Ongoing	Council

Table Domain 5: Safety, Rights & Justice

Priority Area 2	Responding to Emergencies – People with disability are kept safe during emergencies, with their needs planned for and prioritised.			
State Measure	Action	Measure	Timeframe	Responsibility
5.2.1	Audit on emergency responders in district & resources & systems developed	Total number of emergency response resources & systems developed for people with disability.	Ongoing	Council / State Authorities





CONTACT US

District Council of Orroroo Carrieton
17 Second Street, Orroroo

PO Box 3, Orroroo SA 5431

Phone: 08 8658 1260

Email: council@orroroo.sa.gov.au

Office Hours

Monday to Friday 9:00am to 5:00pm
Closed Public Holidays & Christmas Week

Please do not hesitate to contact us if you require a copy in an alternative format, such as easy read, large font and electronic format.

We would appreciate any feedback on our DAIP, so please email us with your comments council@orroroo.sa.gov.au

“People with disability living in regional and remote areas often face reduced access to supports and services, along with greater barriers to participation due to distance, limited transport options, and resource shortages. Improving equity of access in regional and remote areas is critical to ensuring all people with disability can fully participate in their communities, regardless of location.”

