

2026-2030

ACCESS & INCLUSION PLAN



LEARN MORE



PLAYGROUND CHAT

How to use this board:

- Point to the symbols to share a message with someone.
- You can talk while you point at the symbols.
- If someone can not point, you can read out the words as you point and they can say yes or no.
- Scan the QR code to see the board on your phone or tablet.



Acknowledgement of Country

The City of Tea Tree Gully recognises this City's considerable natural and cultural heritage, including thousands of years of Traditional Custodianship by the Kaurna people and the more recent contributions from all who live here.

We build on this heritage today by respecting and listening to each other, being receptive to new ideas and acting wisely for the current and future wellbeing of our community.

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Mayor's Welcome

As Mayor of the City of Tea Tree Gully, I am proud to present our Access and Inclusion Plan 2026–2030 – a reflection of our community's shared vision for a City where everyone can participate, connect and belong.

Our City is at its strongest when every individual is valued and empowered to contribute. This plan builds on our ongoing commitment to creating a more inclusive, accessible and equitable community – one where barriers are removed, opportunities are created, and diversity is celebrated.

We know that accessibility is more than physical design – it's about fostering belonging, respect and opportunity across every aspect of civic life. It's about ensuring that people with disability can access information, engage in decision-making, enjoy our facilities and spaces, and participate meaningfully in employment, volunteering and community activities.

I want to thank the individuals, families, carers, staff and community organisations who have contributed to the development of this plan. Your insights and lived experiences have been invaluable in shaping a stronger, more connected and compassionate community.

We are committed to creating a city that welcomes everyone together – where access and inclusion are part of everyday life and where every person is invited to participate, included in our community, and proud to call the City of Tea Tree Gully home.

Marijka Ryan | Mayor



CEO's Welcome

At the City of Tea Tree Gully, we are committed to creating a community where everyone can participate, connect and thrive. Our Access and Inclusion Plan 2026–2030 reflects this commitment; a practical and aspirational roadmap to a City that is inclusive, equitable and accessible for all.

One in five Australians live with disability – our neighbours, friends, colleagues and family members. By removing barriers and designing with inclusion in mind, we strengthen the social and economic foundation of our City.

Developed through genuine engagement with people with disability, their families, carers and local organisations, this plan draws on lived experience to guide how we create a City where everyone can belong, contribute and be heard.

More than a compliance document, this plan represents a cultural commitment to embedding accessibility and inclusion in all that we design, deliver and measure. Its success relies on collaboration across Council, our partners and the community, as we continue to listen, learn and work together to ensure inclusion remains central to all we do.

Thank you to everyone who contributed to shaping this plan – your insights have helped us build a more inclusive, connected and compassionate future. Together, we are creating a City for everyone – where diversity is celebrated, barriers are removed, and inclusion is part of everyday life.

Ryan McMahon | CEO



Introduction

The City of Tea Tree Gully has a long-standing commitment to access and inclusion, ensuring our City is welcoming, inclusive and accessible to the diverse community members who live, work and play here.

Under the *Disability Inclusion Act (SA) 2018*, each local government in South Australia is required to develop its own Disability Access and Inclusion Plan and report annually against the *State Disability Inclusion Plan 2025–2029*.

Our previous *Disability Access and Inclusion Plan 2020–2025* delivered all identified actions and strengthened Council's approach to accessibility and inclusion across policies,

infrastructure, programs, technology and staff capability. Key achievements included the development of three Changing Places facilities, the introduction of a Calm and Focus Room at the Library, calm spaces at events and programs, inclusive playground upgrades, staff disability awareness training and buildings designed above accessibility standards. We were also the first Council in South Australia to support the Sunflower 'Hidden Disability' lanyard initiative. These outcomes were shaped through co-design with our Community Reference Group, community members and partner organisations, ensuring initiatives reflected lived experience and responded to the needs of our community.

Sunflower
friendly
since 2023



The *City of Tea Tree Gully's Access and Inclusion Plan 2026–2030* continues this commitment to a whole-of-council approach that strengthens access, inclusion and participation for our community. Through this plan we aim to:

- Enhance equity and opportunity by identifying and removing barriers to participation in civic life
- Embed inclusive principles and Universal Design across Council's planning, services, facilities, initiatives and community engagement
- Foster stronger collaboration between Council, people with disability, their families, carers and community partners to build a more inclusive and connected City.

This plan also supports the *City of Tea Tree Gully's Strategic Plan 2030* by contributing to objectives that ensure programs, events and services are accessible and inclusive, diversity is welcomed and celebrated, people feel a sense of belonging and connection and the safety and wellbeing of our community is prioritised. It was developed with community members, families, carers, local organisations and Council staff through consultation, demographic analysis and consideration of current and emerging trends in alignment with the *State Disability Inclusion Plan 2025–2029*.

The following vision and outcomes guide Council's actions over the life of this plan.

Vision:

A thriving inclusive community with a quality lifestyle where everyone can access, participate and contribute to life in our City.

Five Key Outcomes:

1. Inclusive participation
2. Accessible spaces and places
3. Access to information
4. Community engagement and support
5. Supportive workplace environments.

Disability in the City of Tea Tree Gully

Defining Disability

The *Disability Inclusion Act 2018* defines disability as:

“In relation to a person, includes long-term physical, psycho-social, 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.”

As a Council, we recognise that disability takes many forms and affects people in different ways.

Disabilities may be present from birth, acquired through illness, accident or injury, or develop with age. They can be visible or hidden, temporary or permanent and may impact mobility, communication, learning or daily living to varying degrees.

We acknowledge that many people experience more than one disability, and we are committed to creating an inclusive community that values and supports the diverse experiences of individuals; improving emotional, social and physical wellbeing.

Council also recognises, in alignment to the *State Disability Inclusion Plan 2025–2029*, that people with disabilities are in themselves diverse, have different needs and belong to different population groups, which may result in an overlap of disadvantage. Nine priority groups have been identified who may face additional or compounded barriers to inclusion.

This plan aims to prioritise these groups, which are:

- Aboriginal peoples with disability
- Carers
- Children with disability
- Older people with a disability
- People from culturally and linguistically diverse (CALD) backgrounds
- People with disability who live in regional communities
- People with disability who identify as LGBTIQ+
- People with significant intellectual disability or who have high levels of vulnerability due to disability
- Women with disability.

Demographic Profile

The City of Tea Tree Gully is a local government area located in Adelaide’s north-eastern suburbs of South Australia and covers around 95km². It has approximately 101,000 residents according to the latest 2021 Australian Bureau of Statistics Census.

The City of Tea Tree Gully’s population is becoming more culturally diverse as the years progress with 24.8% of our population born overseas. The most prevalent origins of those born overseas is the United Kingdom (9%), India (3%), Chinese (1.2%), while 2.5% did not state a birthplace within this census data. Additionally, 1.2% of the population identify as Aboriginal or Torres Strait Islander.



1 in 5 people identify as living with disability

CTTG: Approx 20%
SA: 20% (2018); Nationally: 21.7% (2024)



13.2% of population undertake unpaid care for a person with disability (CTTG)

SA: 13.1%



5.9% of population in need of assistance (CTTG)

Autism: 2%; Dementia: 2%;
Intellectual Disability: 0.3%

SA: 6.7%



14.7% of population over 70 years of age (CTTG)

SA: 14.3%



36.3% of population have long term health conditions (CTTG, ABS 2021)

SA: 34.3% (ABS 2021)





Disability Access and Inclusion Community Reference Group

Future Challenges

In line with our *Strategic Plan 2030*, the City of Tea Tree Gully is committed to navigating a changing landscape over the next four years, that will shape how we support people with disability to participate fully in community life. To remain inclusive and responsive, we must consider how demographic, technological, environmental and policy shifts affect the accessibility and wellbeing of our community.

Our local population is becoming increasingly diverse, with growing numbers of people identifying as neurodiverse, living with chronic illness or experiencing disability as they age.

These shifts, alongside broader national changes to the National Disability Insurance Scheme (NDIS), advancements in technology and the ongoing impacts of mental health and social isolation, will require thoughtful and adaptable approaches to service design and community support.

The upcoming reforms to the NDIS from 2026–2027, as well as the state-wide focus outlined in the *SA Autism Strategy 2024–2029*, may alter how individuals access funding and support, further highlighting the importance of local government's role in connecting people with community-based services.

Development of the Plan

The plan has been developed by a working group in collaboration with CTTG staff and the community. Engaging with both staff and community members was important to gain insights from people with lived experience, either professionally, personally or as a carer. Feedback was sought through two phases: targeted consultation and community-wide engagement.

Phase One

From September to November 2025, targeted consultation was conducted with stakeholders with lived experience of disability, disability organisations and Council staff whose roles incorporate inclusive and accessible practices. This phase gathered varied perspectives on ways to strengthen access and inclusion with feedback from this stage also informing the guiding principles that underpin the plan; including equity of access, inclusion and belonging, respect and dignity, and partnership and collaboration.

Lived or sector experience feedback

Council staff facilitated workshops with targeted community groups and stakeholders. A total of 90 people in total participated and the key groups consulted were:

- Gully Disability Access and Inclusion Community Reference Group
- CTTG Youth Leadership Group
- Dementia Carers Café
- Active Ageing clients
- Feros Care Local Access Coordinators in the Northern region

- Volunteerability
- Talk Out Loud
- Myalgic Encephalomyelitis and Chronic Fatigue Syndrome Committee
- Parkinsons Group
- Augmented Accessible Communication Specialists.

Staff Feedback

Ten separate workshops were held with 46 Council staff from various departments whose roles involve access and inclusion practices. This provided an opportunity to review the previous *Disability and Action Plan 2020–2024*, and share ideas, professional knowledge and future aspirations to assist with the new plan's design.

All stakeholders actively participated and provided comprehensive ideas on what they would like to see included within the draft plan. This assisted with the understanding of current experiences, needs and future aspirations of people with disability, their carers and those who work in the space.

The vision and outcomes were shaped by the themes that emerged in this consultation, with actions drawn from participants' specific suggestions.



Phase Two

A city-wide community engagement process took place from 19 January – 16 February 2026.

Community-wide Feedback

This process sought feedback from the wider community on the draft outcomes, objectives and actions from Phase One. A total of 78 respondents gave feedback in various ways including an online easy read survey, an online survey, hard copy surveys, drop-in sessions and phone calls. There was also a workshop with 6 internal Disability Access and Inclusion Reference Group members. The respondents who gave feedback had varied backgrounds and interests including:

- people living with a disability
- a carer of someone with a disability
- a disability service provider or support worker
- community members living within the City of Tea Tree Gully
- community members living outside the City of Tea Tree Gully
- professionals whom work within the disability space.

What We Heard

Through both consultation phases we heard valuable insights and practical ideas to strengthen inclusion across the City of Tea Tree Gully. Participants identified opportunities to create more sensory-friendly spaces, improve accessibility in community facilities, playgrounds and public

areas, deliver more flexible and inclusive programs, and work proactively with local organisations to enhance accessibility across our city. These priorities directly inform our outcomes relating to Accessible Spaces and Places and Inclusive Participation.

Community members highlighted the importance of co-design and ensuring people with a disability, their families and carers have a genuine voice in shaping decisions that affect them. Feedback also emphasised the need for diverse and accessible ways to communicate and engage with the community, including the use of different technologies, formats, channels and languages – including Auslan. This input directly informs the Plan's outcomes relating to Access to Information and Community Engagement and Support.

Consultation also reinforced the need for an intersectional approach, recognising that people who are ageing, culturally and linguistically diverse, First Nations, LGBTIQ+ or experiencing financial hardship may face compounded barriers. Ongoing challenges included communication access, physical obstacles in public spaces and buildings and accessibility improvements to infrastructure and amenities.

The insights gathered from people with disability, their families, carers and key stakeholders have directly shaped the plan's guiding principles and our commitment to responding to the lived experience of our community. These principles are person-centred, responsive to lived experience and aligned with Council's broader vision and strategic objectives.

Guiding Principles

The following guiding principles provide the foundation for how access and inclusion initiatives, opportunities and outcomes are developed, delivered and evaluated.

1. Equity of Access

We are committed to ensuring our facilities, services, programs and information are accessible and equitable, removing barriers to participation and independence through the application of Universal Design principles.

2. Inclusion and Belonging

We strive to create a community where everyone is valued, included and supported to participate fully in civic, social and cultural life, with lived experience informing our planning and decision-making.

3. Respect and Dignity

We uphold the rights, voices and contributions of people with disability, ensuring their lived experience shapes our policies, practices and service delivery.

4. Partnership and Collaboration

We work in partnership with people with disability, their families, carers and community organisations to drive sustainable, collaborative and inclusive outcomes that strengthen community wellbeing.

Council's Role

This plan is designed to encourage the whole community to support the realisation of this vision. Council's involvement varies: in some cases, we will provide support, such as funding or access to facilities, and help others to lead and coordinate activities; in others, we may be a provider, delivering initiatives for the benefit of the community.

In certain situations, Council may need to be a leader, advocate on behalf of others and be an innovator, but as per our principles above, we will always seek to collaborate with others – people living with disability, carers, families, those working in the disability and complementary sectors, community members, schools, service providers, government agencies and local businesses.

Our Vision

VISION

A thriving, inclusive community with a quality lifestyle where everyone can access, participate and contribute to life in our City.

Our Strategic Outcomes

Outcome 1: Inclusive Participation



Participation in diverse programs, events, services and initiatives that strengthen community inclusion, wellbeing and learning.

Outcome 4: Community Engagement and Support



Meaningful collaboration and co-design that ensures diverse voices are heard and opportunities created that connect people with appropriate support services.

Outcome 2: Accessible Spaces and Places



A city where people can access and enjoy our range of facilities and public spaces.

Outcome 5: Supportive Workplace Environments



A Council workforce that fosters an inclusive culture and working environment, providing equitable opportunities for employment and volunteering opportunities – enabling people with disability to work with us, engage with us and contribute meaningfully in a workplace.

Outcome 3: Access to Information



A community where information is easy to access, understand and use information – supported by clear, inclusive and varied communication methods.



Changing Place
open 24/7

Our Objectives and Strategic Actions

OUTCOME 1

Inclusive Participation

Supporting participation across our community



Participation in diverse programs, events, services and initiatives that strengthen community inclusion, wellbeing and learning.

OBJECTIVES

1.1 Increase opportunities to actively participate in inclusive programs, events, services and initiatives.

1.2 Establish strategic partnerships to co-design and deliver inclusive initiatives.

1.3 Incorporate access and inclusion considerations for all grant, sponsorship and recognition opportunities.

STRATEGIC ACTIONS

- Review and enhance existing programs, events, services and initiatives to maximise accessibility and inclusion; ensuring priority groups are included.
- Incorporate inclusive design principles and considerations into new Council programs and events.
- Promote accessible programs and initiatives that support physical, mental and social wellbeing for people with disability.
- Explore different technology and methods to increase participation opportunities in Council meetings, programs, events and services.
- Explore accessible transport options to increase attendance and participation.
- Identify and partner with relevant organisations to co-design and deliver sustainable initiatives; including those that target the priority groups.
- Seek external funding to deliver initiatives that increase participation.
- Review existing grant and sponsorship opportunities available to be more inclusive.
- Recognise individuals and groups championing inclusion through categories at award events.
- Promote positive stories and achievements of people with disability via various communication channels.

Disability Expo



OUTCOME 2

Accessible Spaces and Places

A city for all



A city where people can access and enjoy our range of facilities and public spaces.

OBJECTIVES

2.1 Embed Universal Design principles and Disability Discrimination Act standards into all new builds, upgrades and planning processes.

2.2 Implement a staged program to audit key community spaces and facilities for accessibility improvements.

2.3 Review all current assets against Universal Design principles.

STRATEGIC ACTIONS

- Apply Universal Design and Disability Discrimination Act standards to guide the design and implementation of all new and upgraded facilities and open spaces.
- Provide guidance to developers and designers on applying Universal Design principles.
- Conduct accessibility audits of key sites including buildings, facilities, open spaces, playgrounds, etc.
- Undertake mobility audits to improve access around key community areas including safe pool access, car parks, ramps, kerbs, footpaths, parking, signage and furniture.
- Conduct feasibility studies on all current facilities, infrastructure and spaces against Universal Design principles and make recommendations to consolidate assets.

Access to Information

Communication for all



A community where information is easy to access, understand and use information – supported by clear, inclusive and varied communication methods.

OBJECTIVES

3.1 Ensure clear and effective communication for people with diverse communication needs to inform and connect them.

3.2 Develop accessible resources and technologies that support people with disability to engage effectively with Council.

3.3 Review public-facing Council information to ensure accessibility is inclusive.

STRATEGIC ACTIONS

- Investigate diverse formats for communication accessibility including face-to-face, digital and paper-based formats that are easy for everyone to access and understand, including translating into multiple languages.
- Increase presence of diverse communication formats in key community spaces.
- Enhance accessibility through using clear and simple language and imagery both online and in public spaces.
- Use new inclusive technology and assistive tools to support improved access to Council information in key community spaces.
- Develop internal standards to review public-facing Council documents, websites and templates to ensure accessibility is maximised.
- Ensure all wayfinding signage meets best-practice standards.

OUTCOME 4

Community Engagement and Support

Engaging people, empowering community



Meaningful collaboration and co-design that ensures diverse voices are heard and opportunities created that connect people with appropriate support services.

OBJECTIVES

4.1 Strengthen opportunities for people with disability to provide feedback and influence Council decisions that impact them.

4.2 Build strategic partnerships that connect people with disability to local supports and services.

4.3 Promote inclusive practices among community groups to foster positive attitudes and participation.

STRATEGIC ACTIONS

- Enhance engagement methods to increase participation of people with disability in public consultations and civic life.
- Continue to support the Disability Reference Group to guide inclusive practices across Council and support where advocacy is required.
- Maintain relationships with relevant external networks and partners to stay informed of best practice and emerging trends in access and inclusion.
- Collaborate with local organisations, schools, businesses and community groups to connect people to community supports and opportunities.
- Educate local clubs and community groups on inclusive practices and universal design to support inclusion.

Supportive Workplace Environments

Building an accessible and inclusive culture



A Council workforce that fosters an inclusive culture and working environment, providing equitable opportunities for employment and volunteering opportunities – enabling people with disability to work with us, engage with us and contribute meaningfully in a workplace.

OBJECTIVES

5.1 Increase staff capability through targeted training, professional development and collaborations to support an inclusive city.

5.2 Improve and leverage current workplace practices, processes and environments to improve inclusivity.

5.3 Create volunteering opportunities where accessibility has been integrated meaningfully.

STRATEGIC ACTIONS

- Provide relevant staff with training and development opportunities in areas such as Universal Design, disability awareness and communication access accreditation.
- Establish an internal working group to drive the plan and monitor progress of associated actions.
- Ensure ongoing staff professional development and participation in relevant networks to maintain best-practice knowledge and skills.
- Review and enhance recruitment processes for potential staff and volunteers with diverse needs.
- Understand the needs of staff and volunteers to improve work outcomes and create inclusive environments.
- Assess and implement improvements to the workplace that create safe, accessible and inclusive spaces for employees and volunteers.
- Integrate accessibility considerations into emergency response resources and systems.
- Create meaningful, appropriate and inclusive volunteer roles and pathways for people with disability.

Reporting Requirements

The *South Australian Disability Inclusion Act 2018* states that this plan needs “to ensure that people with disability can access the mainstream supports and services provided by or on behalf of the State Authority” and “must explain how the State Authority proposes to give effect to the State Disability Inclusion Plan”.

As a State Authority, the City of Tea Tree Gully is required to annually report progress actions achieved through this Plan, with a full review every four years and in alignment with the *State Disability Inclusion Plan 2025–2029*. Annual reports will be submitted to the Department of Human Services using the prescribed State reporting template and will detail progress against relevant domains and measures.

Implementation of this Plan will be the responsibility of an internal Access and Inclusion Working Group. The Group will develop annual action plans, identify required resources, allocate responsibilities and timeframes across the organisation, and provide annual progress reports to Council. It will also ensure clear and consistent communication of actions and outcomes to both the community and Council staff, promoting achievements, raising awareness and strengthening understanding and support for people living with disability.



Thank you
Isabelle

The table below outlines the alignment with the *City of Tea Tree Gully's Strategic Plan 2030*, the *SA Autism Strategy 2024–2029* as well as the five domains outlined within the State Plan which are:

- **Domain 1:** Inclusive environments and communities
- **Domain 2:** Education and employment
- **Domain 3:** Personal and community support
- **Domain 4:** Health and wellbeing
- **Domain 5:** Safety, rights and justice.

City of Tea Tree Gully Outcomes	State DAIP Domains & Measures	City of Tea Tree Gully Strategic Plan 2030 Aspirations	SA Autism Strategy Action Plan Focus areas
1 Inclusive participation	Domain 1 Measures: 1.1.1, 1.1.2, 1.2.1, 1.2.2, 1.2.3 Domain 3 Measures: 3.3.1, 3.5.1	Our Community 1.1, 1.2, 1.3, 1.4, 5.2	5. Participation in the community Commitment: 3
2 Accessible spaces and places	Domain 1 Measures: 1.3.2, 1.3.3, 1.4.1	Our Places 1.4, 4.1, 4.2, 4.3	5. Participation in the community Commitments: 1, 2
3 Access to information	Domain 1 Measures: 1.2.1, 1.5.1	Our Leadership 1.1, 5.1, 5.2,	4. Access to supports and services Commitment: 1
4 Community engagement and support	Domain 1 Measures: 1.7.1, 1.7.2 Domain 3 Measure: 3.1.1	Our Leadership 5.1, 5.2, 5.3, 5.4	4. Access to supports and services Commitments: 2, 3, 4
5 Supportive workplace environments	Domain 2 Measures: 2.3.5, 2.4.3, 2.5.1 Domain 5 Measure: 5.2.1	Our Economy 1.2, 1.3, 2.3, 3.3	3. Thriving in workplace Commitments: 1, 2, 3

Strategic Alignment

Inclusive planning and design deliver benefits well beyond accessibility – enhancing community wellbeing, economic growth and social connection. With this in mind, the *Access and Inclusion Plan 2026–2030* directly aligns with the strategic objectives outlined in other internal and external documents. The following section outlines other documents that are relevant to or align with this plan; supporting collaboration, partnership development, budget planning and future funding opportunities.

Council Documents

- *Public Health Plan 2021–2026*
- *Arts & Culture Plan 2025–2029*
- *Youth Action Plan 2026–2030*
- All Asset Management Plans
- *Emergency Management Plan 2022–2026*
- *Economic Development Framework 2020–2023*
- Various Council policies, strategies, frameworks and documents

External Documents

The below diagram depicts how our *Access and Inclusion Plan 2026–2030* has been designed to align with international, national and state frameworks to support and enhance the rights of people with disability.

At the international level, it reflects the principles of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), promoting equality, participation, and inclusion. Nationally, it complements *Australia's Disability Strategy 2021–2031*, the *National Autism Strategy 2025–2031*, and the objectives of the National Disability Insurance Scheme and Disability Royal Commission, ensuring coordinated action across government and community sectors. At the state level, the plan aligns *South Australia's Disability Inclusion Act 2018*, the *State Disability Inclusion Plan 2025–2029*, and other related strategies, providing a local framework to deliver accessible, inclusive and equitable services and opportunities for our community.

By referencing these documents, our plan is guided by best practice, aligned with legal and policy requirements and strategically consistent. It also builds community trust and accountability demonstrating a clear commitment to achieving meaningful inclusion outcomes.

International

United Nations Convention on the Rights of Persons with Disabilities

National

Australian Disability Strategy 2021–2031
Autism Strategy 2025–2031
Disability Royal Commission
National Disability Insurance Scheme
NDIS review
Disability Discrimination Act 1992

State

Disability Inclusion Act 2018
State Disability Inclusion Plan 2025–2029
SA Autism Strategy 2024–2029
Equal Opportunity Act 1984



“Having the quiet hour was wonderful because it meant our kids could enjoy themselves without feeling overwhelmed.”



Inclusive playground
at Edinburgh
Reserve, Modbury



Scan the QR code to access an easy-read version of this document and explore our other inclusive initiatives.

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