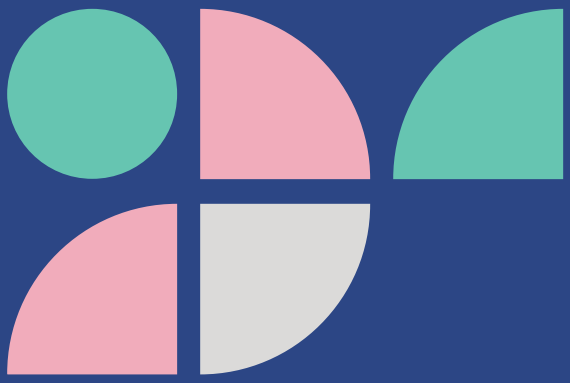


State Disability Inclusion Plan 2025–2029

A South Australia where no one is left behind

Government of South Australia



Acknowledgement of Country

The Department of Human Services (DHS) acknowledges and respects Aboriginal peoples as the state's first people and recognises Aboriginal peoples as traditional owners and occupants of lands and waters in South Australia.

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

We are committed to ensuring that the needs and aspirations of Aboriginal peoples with disability are incorporated in the design, development and implementation of the State Disability Inclusion Plan.

The term Aboriginal has been used throughout this document to reference all Aboriginal and Torres Strait Islander peoples. DHS acknowledges and respects this preference of the South Australian Aboriginal community in written and spoken language.

Language and terminology

Every person with disability is different, with unique qualities, strengths, weaknesses and support needs.

Every disability is different, and some may not be visible.

We all play an important role in shifting the narrative on and about disability. From the conversations we have to the documents we write, it is our collective responsibility to make important choices that support long lasting change.

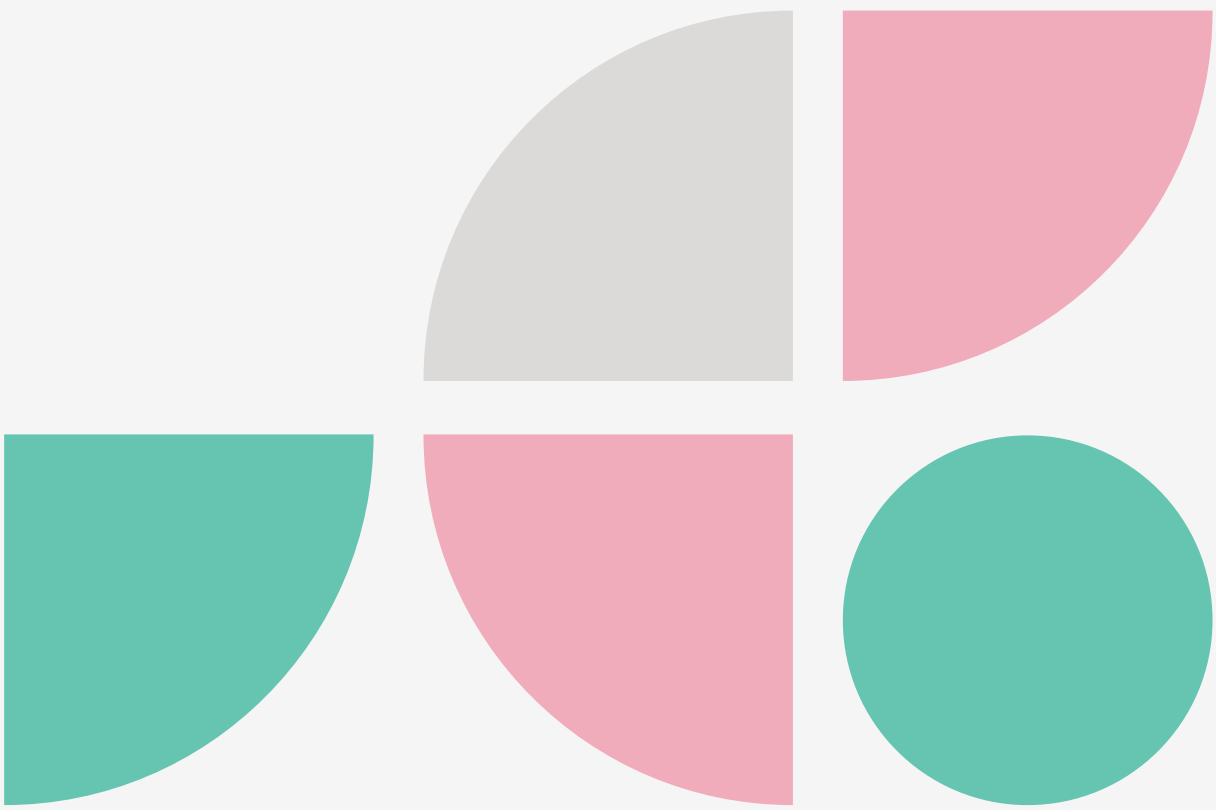
There are many misconceptions and misunderstandings in the community about what it means to have a disability. This is why the use of accurate and respectful language is so important.

We acknowledge that language is a personal preference, and that different language and terminology preferences exist within the disability and neurodivergent community.

Based on feedback during consultations, and for the purposes of this State Plan, we have adopted person-first language (i.e. person with disability), rather than identity-first language (i.e. disabled person).

Creating a more inclusive South Australia begins with listening, learning and reflecting on assumptions we may hold about disability. While many people with disability generously share their experiences, fostering broader understanding is a responsibility we must all share.

The most important thing is to ask the person with disability how they would like to be referred to and represented, and to respect their wishes.



Contents

Language and terminology 3

Our vision for a South Australia where no one is left behind 6

Defining disability 8

About the State Disability Inclusion Plan 10

Guided by lived experience 13

The United Nations Convention on the Rights of Persons with Disabilities 15

National disability policy and reform 16

The Disability Inclusion Act 2018 (SA) 18

The SA Autism Strategy 2024–2029 20

Facts at a glance 22

A spotlight on our priority groups 26

Our approach: Inclusion domains 30

Domains at a glance 32

Driving change: Accountability, performance and reporting 34

Data methodology and limitations 35

Outcomes framework 36

- Domain 1: Inclusive environments and communities 38
- Domain 2: Education and employment 43
- Domain 3: Personal and community support 46
- Domain 4: Health and wellbeing 49
- Domain 5: Safety, rights and justice 51

Keeping the community informed 55

Glossary 56

Appendix A: Plain text description of Figure 1 61

Endnotes 62

Our vision for a South Australia where no one is left behind

It is with great pride that we present South Australia's new State Disability Inclusion Plan 2025–2029: A South Australia where no one is left behind (the State Plan).

This refreshed and ambitious roadmap sets out our whole-of-government commitment for the next four years to advance access and inclusion, ensuring South Australia is an equitable state for everyone.

This plan builds on the strong foundations of Inclusive SA (the first State Plan) and the lessons we've learned so far. More than just improving services and programs, it is a powerful opportunity to reset how we think, design and lead.

This State Plan reflects the South Australia we aspire to be, where inclusion is embedded in the decisions we make, the infrastructure we build and the culture we foster.

We do this by:

- aligning with international, national and state frameworks to ensure a consistent and integrated approach to disability inclusion, incorporating key reforms such as the recommendations made by the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (the Disability Royal Commission)
- involving more than 100 state authorities, who will each embed the State Plan's priorities within their own Disability Access and Inclusion Plan (DAIP)
- ensuring that the actions within each state authority's DAIP target the areas where change is needed most, and that they align with the priorities shaped by the lived experiences of people with disability
- tracking progress using clear measures through annual reporting and ongoing implementation that will reinforce accountability, transparency and shared responsibility for meaningful and lasting improvements
- ensuring a live and responsive State Plan that evolves as new data and evidence emerges and community needs shift, thereby allowing for updated targets and actions which reflect engagement with mainstream systems and services

- viewing every outcome through the lens of key priority groups, ensuring that the unique challenges faced by people with intersecting forms of disadvantage are recognised and addressed.

Inclusion touches every part of our society and is a fundamental responsibility of leadership. This applies in government, business and in our communities. We are committed at every level of government and understand we have a role to play in ensuring that people with disability are not just supported, but genuinely valued and included in education, employment, healthcare, transport and community life. By setting clear priorities and working together across all sectors, we will build a state where opportunity and participation are truly available to everyone, and no one is left behind.

At the same time, we remain committed to progressing the ambitious national disability reform agenda, including implementation of our initial response to the Disability Royal Commission, continued reform of the National Disability Insurance Scheme (NDIS), and progress to deliver Australia's Disability Strategy 2021–2031 (ADS).

At the heart of the State Plan is the disability community. The State Plan has been shaped through extensive consultation with people with disability, their families, carers, advocates and service providers. Their lived experiences, insights and priorities have informed every aspect, ensuring the plan is responsive and focused on delivering real change. We are committed to maintaining ongoing engagement with the disability community, including through the Disability Minister's Advisory Council (DMAC) and Disability Engagement Group (DEG), drawing on lived experience expertise to guide the delivery of this plan.

This commitment also extends to meaningful engagement and genuine partnerships with Aboriginal communities.

The five domains outlined in this State Plan guide and shape our engagement, ensuring that policy changes are informed by, and responsive to the perspectives and needs of South Australians with disability.

Through strong leadership, inclusive policies, better everyday services and collaboration across the whole community, we are not just responding to challenges, we are setting a clear direction for lasting change.

This is how we will build a fairer, more inclusive ***South Australia where no one is left behind***. That is what real inclusion looks like.



Hon Peter Malinauskas MP
Premier of South Australia

Hon Nat Cook MP
Minister for Human Services and Minister for Seniors and Ageing Well





Defining disability

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

The State Plan is underpinned by both the social and human rights models of disability, which recognise that disability is not caused by an individual's impairment, but by the physical, attitudinal and systemic barriers created by society.

These models emphasise the importance of removing those barriers to create a more inclusive and equitable community – one where people with disability have the same opportunity to participate, contribute and thrive as everyone else.

The human rights model further reinforces this by affirming the inherent dignity, autonomy and equal rights of people with disability, as outlined in the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). It places responsibility on society to uphold and protect these rights across all areas of life.

Over the years, society has viewed and responded to disability in other ways, with negative outcomes for people with disability. For example, the medical model of disability, which views disability as an individual condition to be treated or managed, has historically influenced many systems and services. The legacy of this approach still impacts people with disability to this day.

That is why the State Plan focuses on inclusion, accessibility and the removal of barriers in society, with social and human rights models providing the foundation for the State Plan and shaping our vision for a more inclusive South Australia.

It is important to note that disability may be understood differently across cultures. In some Aboriginal communities, difference is viewed through cultural roles, relationships and individual strengths, with a focus on community, identity and wellbeing. This can lead to underreporting of disability and, in turn, lower use of services.

Similarly, in culturally and linguistically diverse (CALD) communities, cultural beliefs, language and experiences of stigma can shape how disability is perceived and supported, highlighting the importance of respectful, inclusive and tailored approaches.

Recognising these diverse perspectives helps us understand that disability is defined and experienced in many different ways. Under the *Disability Inclusion Act 2018 (SA)* (the Act), and for the purposes of the State Plan, disability is defined 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.***

About the State Disability Inclusion Plan

> **"Full acceptance is freedom"**
>
> **- Consultation participant**

Through the Act, all state government agencies and local councils (state authorities) affirmed their commitment to making significant and meaningful progress towards achieving an accessible and inclusive South Australia, where people with disability can actively participate in the world around them, without barriers or exclusion.

To support this commitment, the Act requires South Australia to develop and maintain a State Plan. The State Plan sets out a whole-of-government strategy to promote inclusion, improve access to services and support the rights and participation of people with disability.

South Australia's first State Plan in 2019 was an important step forward for people with disability and recognition by the South Australian Government that access and inclusion for people with disability is a priority.

The first State Plan brought local and state government authorities together to foster inclusion and accessibility in new and innovative ways.

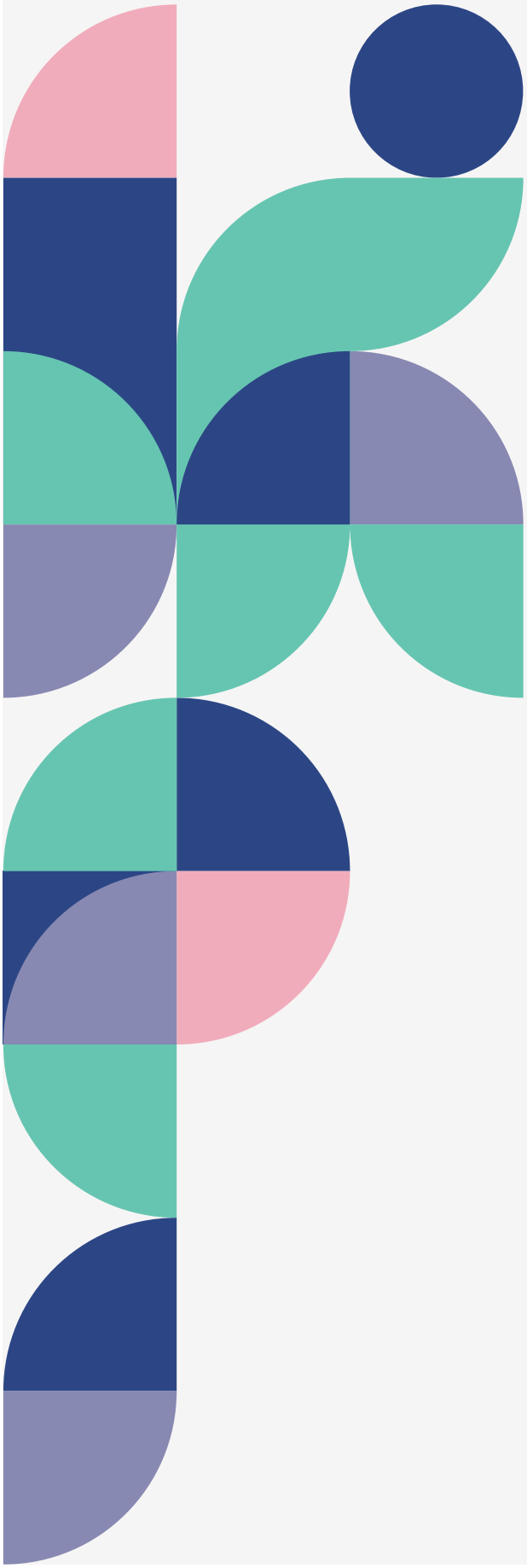
This included enhancing the accessibility of public infrastructure and services, the implementation of consistent DAIPs across government and workforce training to build awareness and improve service delivery. The implementation of the first State Plan also reaffirmed the importance of collaborative planning and authentic engagement with people with disability, which we have continued and built on during the development of this State Plan.

The State Plan is also South Australia's vehicle to respond to the principles enshrined in the UNCRPD and the outcomes of the ADS.

Although meaningful progress has been made in advancing access and inclusion, there is still important work ahead to ensure that every South Australian can participate fully and equally in all areas of life. The State Plan continues to lead this effort, providing a clear framework of priorities and coordinated government action to drive long-term change and foster a more inclusive and equitable community for everyone. The way we will do this is set out further in this document.



Figure 1: The relationship between international, national and state disability legislation and policy instruments



The State Plan has been developed with and by the voices, inputs and perspectives of people with disability and is grounded in broader international and national disability frameworks to ensure that efforts in advancing disability inclusion in our community align.

The Act dictates what the State Plan needs to be responsible for and therefore not all aspects of disability reform are included in the State Plan. This includes operational and policy matters relating to the NDIS, My Aged Care or other programs that fall within the Australian Government's responsibility.

This does not mean the South Australian Government isn't working on reform in this area; it means it is outside the core responsibility of the State Plan.

Guided by lived experience

The South Australian Government is committed to ensuring the voices of South Australians with lived experience are embedded in all aspects of policy design.

The voices of people with lived experience of disability have been central to the development of the State Plan and we thank all those who have engaged with this process to share their experiences, ideas and reflections.

During the first public round of consultation on the new State Plan in 2023, more than 500 people provided their insights and views. Feedback was received from people with disability, their friends, family, carers, advocates, peak disability bodies and non-government organisations (NGOs), including Aboriginal Community Controlled Organisations (ACCOs). Engagement took place through YourSAy surveys, written submissions, a dedicated forum for NGOs, targeted focus groups and one-on-one interviews. This ensured a broad and inclusive process that engaged as many people as possible.

Feedback from the community played a key role in shaping the priorities of the new State Plan. It clearly articulated the areas requiring focused attention, including inclusive education, equitable access to employment, accessible and responsive healthcare, enhanced opportunities for community participation, and the imperative to recognise and address intersectionality within the disability community.

This consultation activity is captured in the State Disability Inclusion Plan Consultation Report 2024 and provided the framework on which the new State Plan was drafted.

In early 2025 the draft of the new State Plan was released for further public consultation.

In total, 94 contributions were received via the YourSAy platform, along with 50 written submissions from people with disability, families, carers, friends, advocates, people within the disability sector, non-government organisations and state authorities.

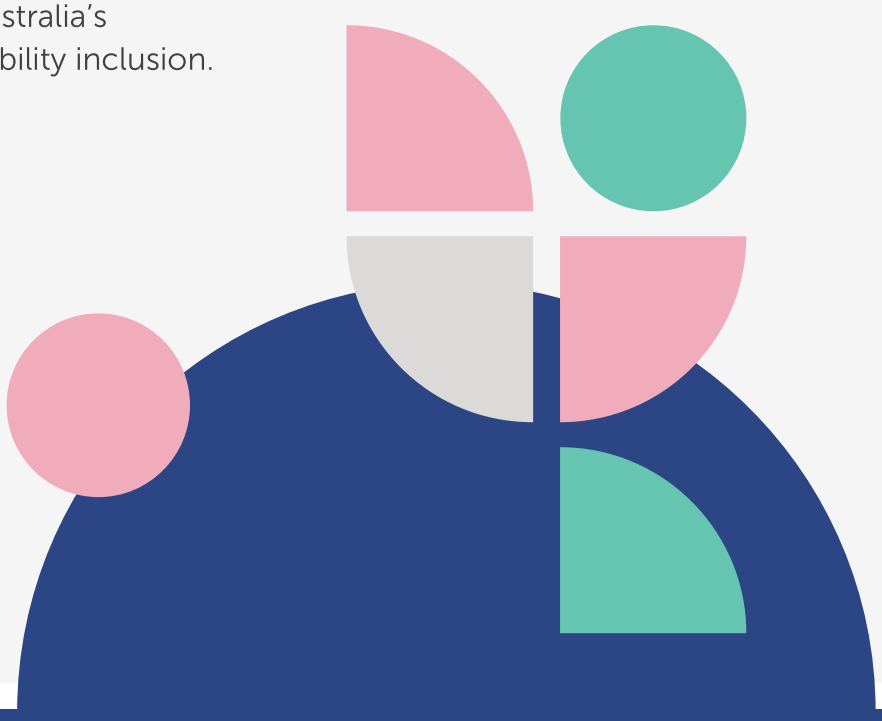
Further consultation occurred with lived experience groups including the South Australian Council on Intellectual Disability, Our Voice SA and Enabled Youth Disability Network (EYDN - previously known as Julia Farr Youth), to ensure that the specific needs and overlapping barriers experienced by priority groups identified in the Act are appropriately addressed in the State Plan.

Members of the Disability Minister's Advisory Council (DMAC) were actively engaged in the review of community feedback and provided strategic advice to help refine the final State Plan.

The State Plan also reflects recommendations from the independent review of the Act conducted in 2022. Extensive consultation was undertaken during the review to inform the final report and its recommendations. These recommendations led to amendments to the Act that strengthen South Australia's commitment to disability inclusion.

The amendments enhance the quality and scope of the State Plan by explicitly recognising that all people with disability—regardless of age—have the right to be safe and to feel safe. This includes access to appropriate safeguards, information, services and support. The amendments also define and describe barriers to inclusion and identify people with significant intellectual disability, or those who experience high levels of vulnerability due to disability, as a priority group.

The State Plan also captures new requirements under the Act relating to reporting and timeframes and as the priorities of people with disability shift, so too must our response. For this reason, we will continue to be led by, listen to, consult with and respond to the needs of people with disability through the implementation of our State Plan and each state authority's DAIP.



The United Nations Convention on the Rights of Persons with Disabilities

The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) is an international convention which sets out the fundamental human rights of all people with disability.

The principles enshrined in the UNCRPD provide a clear framework to ensure that people with disability are treated fairly and equitably, are safe and enjoy the same human rights and fundamental freedoms as all people within society.

In 2007, Australia became one of the first signatories to the UNCRPD. Following extensive consultation and official approval through Australia's national legislative process, the UNCRPD was officially ratified on 17 July 2008.

In Australia, the UNCRPD is incorporated through legislation, policy and programs at federal, state and territory levels. The Human Rights Branch and the Office of International Law within the Commonwealth Attorney-General's Department are responsible for leading Australia's work under the UNCRPD.

This means they are responsible for regular reporting and appearing before the Committee on the Rights of Persons with Disabilities, which is facilitated by the Human Rights Branch. This branch also administers other important Commonwealth anti-discrimination and human rights legislations, including:

- *Australia's Disability Discrimination Act 1992*
- *Australian Human Rights Commission Act 1986*.

In South Australia, the *Disability Inclusion Act 2018 (SA)* is our vehicle to ensuring the principles outlined in the UNCRPD underpin the development and delivery of policy relating to people with disability, including the State Plan.

National disability policy and reform

In addition to the UNCRPD, the State Plan is informed by national disability frameworks, reform programs, and complementary state legislation and policies to ensure a coordinated approach to advancing disability inclusion in our community.

Australia's Disability Strategy

Australia's Disability Strategy 2021–2031 (the ADS) outlines a vision for a more inclusive and accessible Australian society where people with disability can fulfil their potential as equal members of the community.

Its purpose is to provide national leadership towards greater inclusion and guide activity across all areas of public policy.

The ADS recognises that all levels of government share responsibility for supporting people with disability and outlines key priorities for collaboration with the community, businesses and people with disability through defined outcome areas and supporting Targeted Action Plans (TAPs).

There are seven outcome areas associated with the ADS:

1. Employment and Financial Security
2. Inclusive Homes and Communities
3. Safety, Rights and Justice
4. Personal and Community Support
5. Education and Training
6. Health and Wellbeing
7. Community Attitudes.

In addition to obligations set out within the ADS, TAPs provide for targeted deliverables against areas where additional focus or attention is required.

South Australia's response to the ADS is led through the State Plan together with the actions and commitments embedded in each state authority's DAIP. This ensures a coordinated approach to disability access and inclusion, while addressing the specific needs and aspirations of South Australians with disability.

National disability reform

The South Australian Government is committed to collaborating with other states and territories as well as the Australian Government to progress national disability reforms that respond to systemic issues, as well as the findings of recent landmark inquiries, including the Disability Royal Commission and the Independent Review into the National Disability Insurance Scheme (NDIS Review).

This work is guided by South Australia's representation and participation in the Disability Reform Ministerial Council (DRMC), in partnership with the Australian Government Department of Health, Disability and Ageing, the National Disability Insurance Agency, the NDIS Quality and Safeguards Commission and other jurisdictions.

Key reform priorities include:

- implementation of the joint response to the Disability Royal Commission
- improvements to NDIS sustainability and participant experience
- national negotiations on the design and delivery of foundational supports
- implementation of Australia's Disability Strategy 2021–2031.

People with disability remain at the centre of the national reform agenda and South Australia will continue to advocate to ensure their voices are heard and included in Australian Government-led consultation processes relating to services and supports that impact them.

State government agencies involved in national reform efforts may report progress through their own DAIP, as well as contribute to joint public reporting on the implementation of the Disability Royal Commission recommendations, the ADS and TAPs.

The Disability Inclusion Act 2018 (SA)

The *Disability Inclusion Act 2018 (SA)* (the Act) commenced on 1 July 2018. It aims to protect and promote the human rights of people with disability of all ages, and to help them reach their full potential by improving social connection and inclusion.

Since coming into effect, the Act has helped to:

- embed the principles of the UNCRPD into South Australian policy
- align disability inclusion efforts with national and state frameworks, such as the ADS and the SA Autism Strategy 2024–2029
- support a coordinated and consistent approach to disability inclusion across government through the requirement for state authorities to prepare and implement a DAIP.

By having dedicated legislation focused on disability inclusion, South Australia sends a clear message about the importance of building a more inclusive community for people with disability.

Following a comprehensive independent review of the Act in 2022, significant amendments were passed by the South Australian Parliament in 2024 to strengthen the state's commitment to access and inclusion. These changes introduced clearer legislative requirements, including:

- improving language to affirm that all people with disability, regardless of age, have the right to be and feel safe
- expanding priority groups to include people with disability who live in regional communities, people with disability who identify as LGBTIQA+, and people with significant intellectual disability or who have high levels of vulnerability due to disability
- establishing a dedicated lived experience committee to guide the development and review of the State Plan
- strengthening requirements for co-design, consultation and engagement with people with disability, their families and representatives in developing policies and programs
- increasing the focus on measurable and meaningful outcomes in the State Plan
- clarifying expectations for DAIPs to align with the State Plan and address the needs of priority groups.

This State Plan is the first to be developed under the updated legislation, marking a significant shift towards more inclusive, accountable and lived experience–driven policy in South Australia.

The SA Autism Strategy 2024–2029

The Autistic and autism communities have long advocated for improved community knowledge, understanding, support and acceptance for Autistic people.

NDIS data indicates that autism remains the largest disability group in South Australia, followed by intellectual disability. South Australia is also consistently above the national average for NDIS participants with autism as a primary diagnosis.



There is a significant gap between the life outcomes experienced by Autistic people and the rest of the population. In addition, the gap between Autistic people and people with other disability(ies) continues to increase. With the rates of autism diagnosis increasing each year, the gap will only continue to grow unless meaningful change is created, and a dedicated focus is prioritised.

In response to the growing call for inclusion from the Autistic and autism communities, the South Australian Government committed to the development and implementation of the SA Autism Strategy (the Strategy), which was officially launched in June 2024.

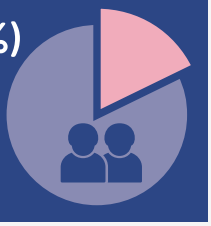
The Strategy is the first of its kind to be delivered and implemented in South Australia. It sets out a five-year roadmap for the government to help improve the lives of Autistic people of all ages and their families. The State Plan and the Strategy will work alongside and interact effectively with each other to align efforts, reduce unnecessary duplication and ensure the needs of diverse disability and neurodivergent communities are addressed.

Facts at a glance

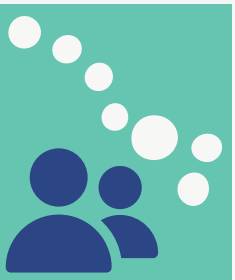
In addition to community consultation, the following facts also highlight the importance of focusing our efforts on the domains that have been developed and outlined in the State Plan. These facts illustrate current challenges and opportunities, reinforcing the importance of targeted action to drive meaningful and lasting change where it is needed most.



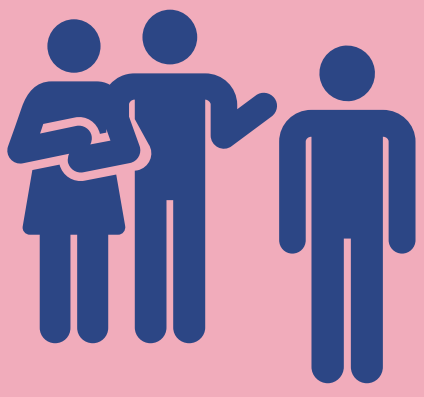
In 2022,
5.5 million
Australians (21.4%) had a disability[1]

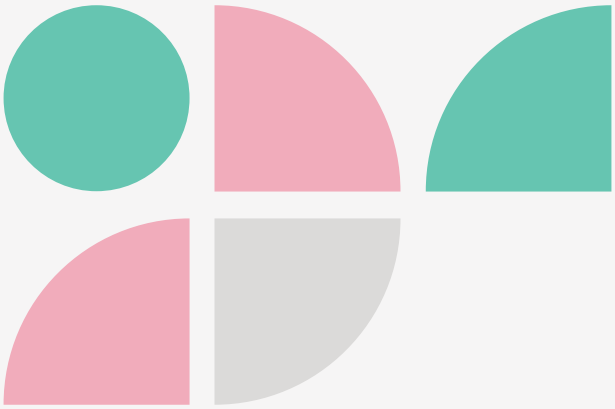


Indigenous Australians are **1.9 times more likely to have a disability** than non-Indigenous Australians[2]



Each year, the Australian Human Rights Commission receives more complaints about **disability discrimination** than about any other form of discrimination



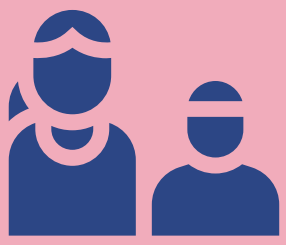


In 2022–23
46%
of all complaints received were about disability discrimination[3]



In 2022,
12.1% of children and young people aged 0–24 years (946,300 people) had disability, up from **8.3%** in 2018[4]





In 2022,
37.5%
of children aged 0–14 years with disability had a parent with disability[5]

In 2022, the proportion of South Australian people aged 20–64 with disability who had completed year 12 or equivalent was **46%**, compared with **58%** of people with disability nationally[6]



In 2022,
52.3%
of people aged 65 years and over had a disability, compared with just **15%** of people aged 0–64[7]





In 2022,
6.3% of South Australian people with disability were unemployed in comparison to 3.8% of people without disability[8]

Facts at a glance

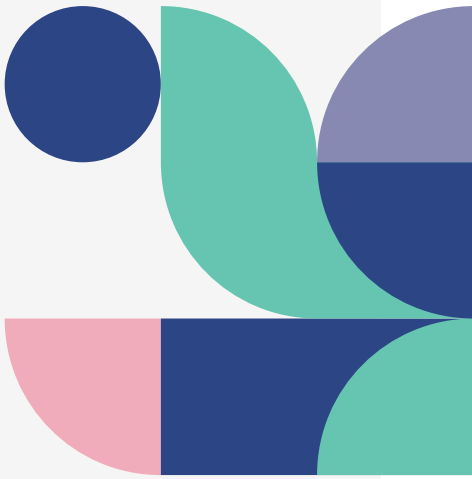
The Disability Royal Commission reported that 43% of women with disability have experienced physical violence after age 15, compared with 25% of women without disability.



Women with disability are also twice as likely to experience sexual violence as women without disabilities.[9]

People with disability have higher health risk factors than those without disability.





In 2022,
64% of adults with disability in South Australia said their health was excellent or very good, compared with **94%** of adults without disability in South Australia.[10]



In 2025,
there are an estimated
35,000
South Australians living with dementia, including **2,100** people under the age of 65 living with younger onset dementia.[12]

Almost **two in five** carers (38.6%) have a disability themselves.[11]

A spotlight on our priority groups

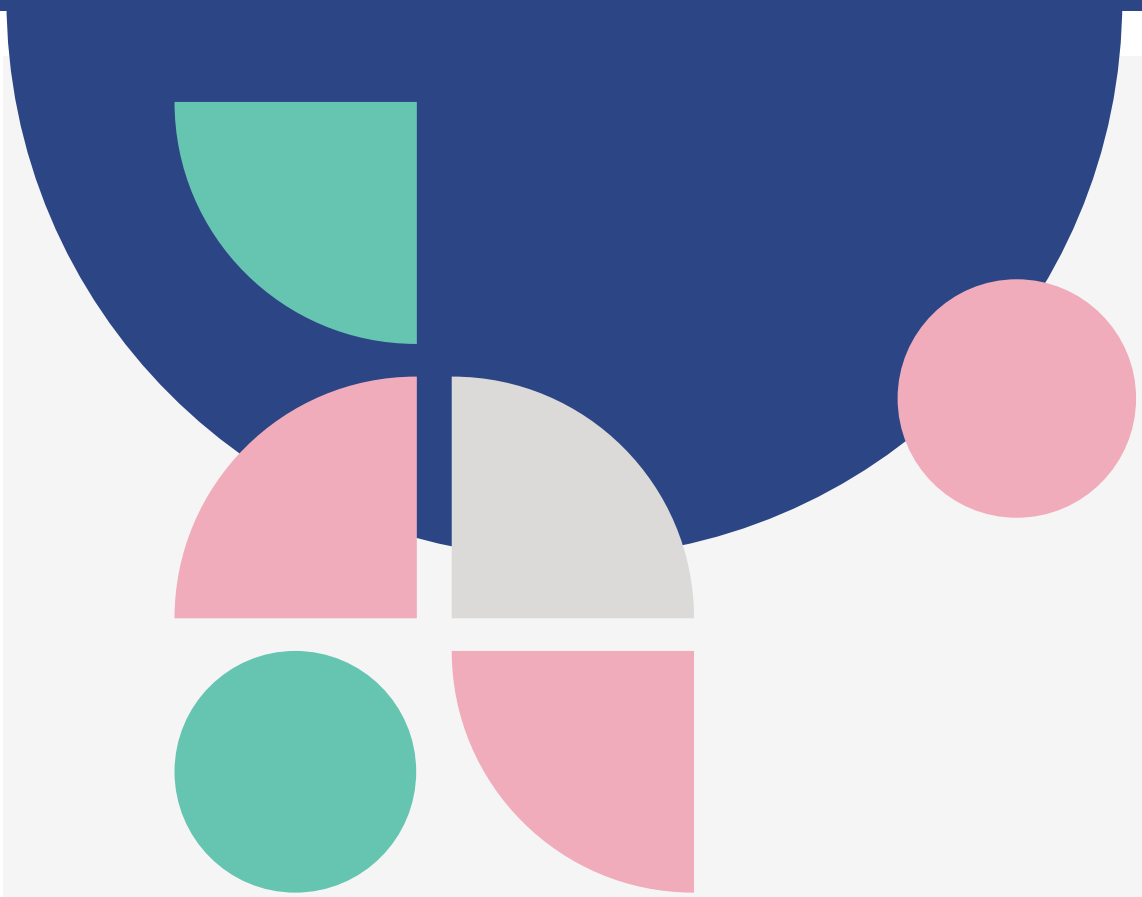
Since the commencement of the first State Plan in 2019, the intersection between a person's disability and other forms of structural and systemic discrimination has become increasingly clear.

Intersectionality is about recognising that people with disability are diverse, have different needs, and may belong to different population groups. This can result in overlapping disadvantage. Understanding intersectionality is essential to addressing the unique barriers faced by people with intersecting identities.



The Act highlights seven priority groups to address the needs of people who may face additional or compounded barriers to inclusion. These groups include Aboriginal peoples with disability, people from culturally and linguistically diverse backgrounds with disability, women with disability, children with disability, people with disability who identify as LGBTIQA+, people with significant intellectual disability or who have high levels of vulnerability due to disability and people with disability who live in regional communities. To support genuine access and inclusion, the Act requires that state authorities must tailor policies, programs and services to meet the diverse and intersecting needs of these groups.

In addition to the priority groups identified in the Act, we acknowledge the importance of including older people with disability and carers as priority groups. Both groups often face compounding barriers that affect their ability to participate fully in society.



Older people with disability may experience challenges such as ageism, digital exclusion, and barriers to access appropriate services. Carers face unique pressures including physical, emotional and financial strain, as well as difficulty in finding adequate support.

Applying an ageing and carer-inclusive lens across all population groups ensures that their experiences are recognised and their needs addressed. It also reflects the understanding that disability is not fixed or static and can be acquired at any stage of life, particularly in later years.

The State Plan will ensure that priority groups, including older people with disability and carers, are actively considered and meaningfully embedded across all measures and within each state authority's DAIP.

Aboriginal peoples with disability

Aboriginal peoples with disability may have a distinct understanding of disability shaped by their culture, history and kinship. As the First Peoples of Australia, they have the right to respect and to celebrate their history, culture and community identity.

Aboriginal peoples experience disability at significantly higher rates. This is often linked to social factors such as poverty, trauma, discrimination and limited access to culturally appropriate services. Addressing these factors is essential to achieving inclusive and equitable outcomes throughout the State Plan.

People with disability from culturally and linguistically diverse (CALD) backgrounds

People with disability from CALD backgrounds may face unique challenges, including language barriers, differing cultural perceptions of disability, and difficulties navigating service systems. These factors can limit access to appropriate supports and lead to further marginalisation.

The deaf community has a distinct language and culture. Auslan, the natural language of many deaf people in Australia, is often not recognised or understood by the broader community. This lack of recognition contributes to barriers in accessing services and achieving equitable inclusion.

Women with disability

Women and girls with disability may experience disability differently and are more likely to be underdiagnosed or misdiagnosed. They also face higher rates of abuse, exploitation and economic disadvantage.

Policies and programs must respond to these gender-specific challenges to support the empowerment and protection of women and girls with disability.

Children with disability

Children and young people with disability have the right to a full life in conditions that uphold their dignity, promote self-reliance and enable active participation in family, cultural and social life.

Efforts must focus on supporting their growth, development and inclusion.

Additional consideration is needed for vulnerable children with disability and their carers, including those in out-of-home care or youth detention who face compounded disadvantage, to ensure they receive the necessary protections and support.

People with disability who identify as LGBTIQA+

People with disability who identify as LGBTIQA+ can experience exclusion from supports and services and their specific needs are often overlooked in policy and program development, leading to further marginalisation.

Inclusive approaches must recognise and address the unique barriers faced by LGBTIQA+ people with disability to promote their full participation and wellbeing.

People with significant intellectual disability or who have high levels of vulnerability due to disability

People with significant intellectual disability or who experience high levels of vulnerability due to their disability have the right to feel safe, be treated with dignity and be supported to participate meaningfully in their communities.

Inclusive policies and services must empower each person to live a fulfilling life, based on their strengths, choices, and needs.

People with disability who live in regional communities

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.



Our approach: Inclusion domains

The benefits of a more accessible and inclusive South Australia extend beyond the disability community to all South Australians. It is in everyone's best interests for the State Plan to be ambitious and groundbreaking, so that South Australia can lead the way in access and inclusion.

In the five years since the launch of the first State Plan, significant and meaningful progress has been made to improve access and inclusion for people with disability, reflecting a strong and ongoing commitment to change.

However, feedback from consultation participants highlighted that people with disability continue to face significant barriers across five identified areas that we call domains. Addressing these challenges remains a priority, and we are committed to taking meaningful action to drive lasting change.

The domains have been designed to respond to and complement the many inclusion-related initiatives underway across various areas and levels of government. They also serve as a foundation for new work aimed at strengthening inclusion and driving more coordinated, impactful outcomes for people with disability.

Importantly, the domains promote a holistic approach by recognising that progress in one area can positively influence others, while also reflecting the unique perspectives and needs of South Australians with disability as expressed throughout the consultation process.



Domain 1:
Inclusive environments and communities

All people with disability can participate as equal citizens and feel connected to their communities.



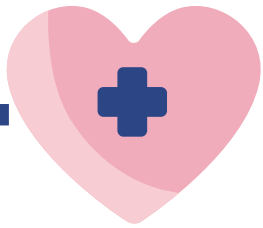
Domain 2:
Education and employment

All people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.



Domain 3:
Personal and community support

All people with disability can access quality, tailored, personal and community supports addressing their individual needs.



Domain 4:
Health and wellbeing

All people with disability can attain the highest possible health and wellbeing outcomes throughout their lives.



Domain 5:
Safety, rights and justice

All people with disability feel safe, have their rights upheld and have full and equal protection before the law.

Domains at a glance

Each domain represents an area of priority and focus for state and local government during the four years of the State Plan. While some aspects of each domain will need to be prioritised as they require immediate action, other aspects will be undertaken in a staged effort as existing work continues, new initiatives emerge and other reforms, both state and national, progress.

Domain 1: Inclusive environments and communities



People with disability have a fundamental right to take part in all aspects of social, cultural and economic life and enjoy the benefits of an accessible and inclusive community.

Actions and outcomes within this domain will concentrate on breaking down the barriers to accessibility and providing opportunities for people with disability to actively participate in environments and communities.

Domain 2: Education and employment



People with disability have a fundamental right to achieve their full potential through education and lifelong learning, and the economic security that comes from equal opportunities within the workforce.

Actions and outcomes within this domain will put in place targeted measures to support transitions through educational settings and into the workforce, and ensure equal opportunity is afforded to people with disability across all stages of the education and employment experience.

Domain 3: Personal and community support



People with disability have a fundamental right to access a range of in-home, residential and other community support services. This includes personal assistance necessary to support living and inclusion in the community, and to prevent isolation or segregation from the community.

Actions and outcomes within this domain will address the accessibility and availability of community services and supports that are responsive to their specific needs, and the needs of people that care for them.

Domain 4: Health and wellbeing



People with disability have a fundamental right to enjoy the highest attainable standard of health without discrimination on the basis of disability, and to be confident that measures are in place to ensure equitable access to health and mental health services and supports.

Actions and outcomes within this domain will aim to build knowledge and awareness of the diversity and intersectionality of disability. They will also seek to prioritise the accessibility and availability of health and mental health services to ensure quality care is provided at all stages of life.

Domain 5: Safety, rights and justice



People with disability have a fundamental right to recognition before the law and to live free from all forms of exploitation, violence, abuse and neglect. This includes the right to safety and to legislative, administrative, social and educational support, and other measures that protect and uphold their dignity and wellbeing.

Actions and outcomes within this domain will promote, uphold and protect the safety and rights of people with disability through improved interactions with the justice system, whether as victims, witnesses, suspects or defendants.

All domains are underpinned by the wider process of building knowledge, understanding and acceptance of disability across the South Australian community.

Driving change: Accountability, performance and reporting

This State Plan sets out whole-of-government policies and measures for achieving an accessible and inclusive South Australia.

The Act makes it clear that the State Plan must specify measurable outcomes for each domain. These outcomes provide a clear direction and framework for progress.

Achieving the outcomes of the State Plan requires a shared commitment across all levels of government. While each state authority operates within its unique context, we must work together on common priorities to create a truly inclusive South Australia.

Every state authority has a vital role to play and will contribute through their individual DAIP. These plans reflect the specific responsibilities and actions of each authority. However, real and lasting change will only be achieved when these efforts are aligned and coordinated.

The Department of Human Services (DHS) will lead the implementation of the State Plan and provide strategic guidance and support to state authorities.

DHS will also ensure alignment with the activities of other state and national disability-related reforms to create a cohesive, whole-of-government response to access and inclusion.

To achieve our vision, state authorities must set clear targets, be ambitious, prioritise and lead by example.

It is incumbent on those who can effect positive change to do so and support the broader community along this journey.

To maintain accountability, state authorities are required to report annually on the actions taken through their DAIP. This regular reporting helps track progress, identify what's working, and highlight areas that need more attention.

The State Plan explains **what** we want to achieve and **why** we want to do it.

Each DAIP outlines **how** we will achieve it and **when** we will do it.

Annual reporting will **show** how we are progressing.

Data methodology and limitations

In the first year of reporting, data collected will serve as a baseline. This foundational data is critical as it provides the starting point from which we can measure progress over time. Once the baseline is established, we will be in a stronger position to consider meaningful and evidence-based targets, likely to coincide with the first review of the State Plan in two years' time.

At each reporting stage, we will collect and analyse both quantitative data (numbers) and qualitative data (experiences and stories). This mixed-method approach ensures we capture what is happening, as well as how people are experiencing it. Listening to people with lived experience of disability is central to this process, helping to make sense of the data and understand the real-world impact of actions.

There are, however, several limitations to be aware of when interpreting the data.

Disability disclosure is not mandatory, which means some data may not fully represent the number or diversity of people with disability.

Measuring outcomes for people with disability is complex, particularly when trying to capture personal, social and systemic change. Changes, such as policy reform or increased feelings of inclusion, are often qualitative and may take time to emerge. Multiple factors, including social attitudes and intersectionality, can also make it difficult to link progress to specific programs. To address this, we will use both quantitative and qualitative data to ensure outcomes are measured in meaningful and accurate ways.

Disaggregated data such as age, gender, Aboriginal status or cultural background may not always be available. However, we will work to include this where possible through state authority DAIP actions and reporting, with a focus on capturing data related to priority groups.

We are committed to culturally safe and respectful data practices, especially in relation to Aboriginal peoples. This includes upholding principles of data sovereignty and ensuring that data is used in ways that empower and support communities.

We also recognise that population-level change takes time. However, through consistent measurement and focus on the State Plan's outcomes, we aim to influence long-term improvements and help create a new normal—one where inclusion and accessibility are the standard, not the exception.

Outcomes framework



Insights gathered through the statewide consultation process have informed the development of the State Plan and key components within the outcomes framework.

The outcomes framework supports the implementation of the State Plan by setting clear outcomes and associated measures to drive meaningful change for people with disability in South Australia. It will be used to track progress across the five domains.

The outcomes framework outlines 27 priority areas that have been identified by the disability community. Each priority area includes an outcome, this is the desired condition or positive change that we aim to achieve. Progress is tracked through specific measures that help us understand whether things are improving over time.

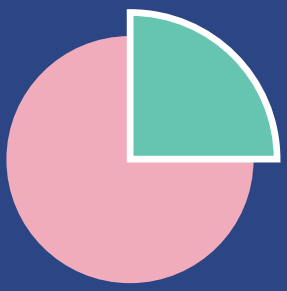
State authorities are assigned to lead efforts on specific measures, although all state authorities are encouraged to contribute by developing their own initiatives that support the goals of the State Plan.

By applying the outcomes framework, we take a long-term, sustainable approach that promotes transparency, tracks change over time, and helps assess the impact on access to supports, services and overall inclusion for people with disability in our state.

Outcome measures

Proportion and **total number** are used to measure outcomes.

Proportion refers to a part of a whole. It tells you what share, or percentage of a group has a certain characteristic.

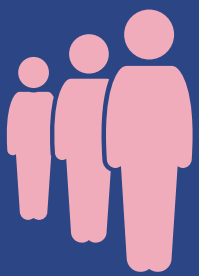




For example, three out of 10 (or 30%) of committee members disclosed a disability.

Total number refers to the count of how many there are.

Using the same example, the number of committee members who disclosed a disability was three.



The measures assigned to state authorities will be reflected in full or in part within their own DAIP. All measures referencing the ADS are being captured by the ADS reporting processes unless state authorities are also providing data to those same measures.

When measures require further interpretation, state authorities are encouraged to proactively engage with DHS, the State Plan Community of Practice (CoP) and the disability community. This collaboration is critical to clarify expectations, access practical examples and apply best practices.

Engaging early and often supports accurate reporting and ensures services and events meet accessibility and inclusion standards. A coordinated approach helps maintain consistency and effectiveness, keeping people with disability central to planning and evaluation of the measures captured within domains. This shared effort will help to ensure alignment across state authorities, reduce duplication and strengthen the overall impact of the State Plan.

Domain 1:
Inclusive environments and communities

What we want:
A South Australia where all people with disability can participate as equal citizens and feel connected to their communities.



People with disability are ever present in our community but most do not enjoy full participation in it. Inaccessibility continues to limit the rights and freedoms of many people with disability, with some relying fully on carers whose support is essential to access and participation in everyday life. This can be compounded by widespread misconceptions and stereotypes which influence how the community thinks about and treats people with disability. In turn, these misconceptions can be even stronger when disability overlaps with other factors like gender, age or cultural background.

We want 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.

The following outcomes are designed to drive inclusive environments and communities and will guide state authorities' actions within their Disability Access and Inclusion Plans (DAIP). Visit **inclusive.sa.gov.au** to download each state authority's DAIP.

Priority area 1: Active participation

Outcome 1

People with disability are active participants in accessible and inclusive communities.

Measure 1.1.1.

Proportion of people with disability participating in cultural, recreational and sporting activities (source: ADS).

Measure 1.1.2.

Total number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and Inclusive Community Events Toolkit.

State authority: All state authorities

Measure 1.1.3.

Total number of facilities managed by Office for Recreation, Sport and Racing (ORSR) that have improved accessibility and inclusive opportunities, and the number of people with disability participating in ORSR programs, such as Para-Hub, Sports Vouchers Plus and VACSWIM.

State authority: Office for Recreation, Sport and Racing

Priority area 2: Inclusive communities and attitudes

Outcome 2

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

Measure 1.2.1.

Total number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.

State authority: All state authorities

Measure 1.2.2.

Proportion of people with disability who report feeling valued and respected in their community (source: ADS).

Measure 1.2.3.

Total number of actions embedded in state authorities' DAIP working towards Closing the Gap targets.

State authority: All state authorities

Priority area 3: Universal Design

Outcome 3

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

Measure 1.3.1.

Proportion of people with disability who have difficulty accessing government buildings (source: ADS).

Measure 1.3.2.

Total number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors, and the total number of new developments that incorporate Universal Design.

State authority: All state authorities

Measure 1.3.3.

Proportion of national parks, conservation parks, recreation parks, beaches and playgrounds (within these areas) that are built or modified to improve accessibility.

State authority:
Department for Environment and Water and local councils

Measure 1.3.4.

Proportion of public transport infrastructure built or modified to include enhanced accessibility features.

State authority: Department for Infrastructure and Transport

Priority area 4: Accessible facilities

Outcome 4

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

Measure 1.4.1.

Proportion of public toilet facilities across South Australia that meet accessibility standards and/or a designated Changing Places facility.

State authority:
Department for Environment and Water and local councils

Priority area 5: Communications and information

Outcome 5

People with disability can find information they need in the format they need.

Measure 1.5.1.

Total number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents.

State authority: All state authorities

Measure 1.5.2.

Total number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, during hospital emergencies, crisis services, bushfires or floods, where timely communication support is essential.

State authority: All state government agencies

Priority area 6: Transportation

Outcome 6

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

Measure 1.6.1.

Proportion of people with disability who can use all forms of public transport with no difficulty (source: ADS).

Measure 1.6.2.

Proportion of government-owned public transport fleet (buses, trains and trams) adhering to accessibility standards.

State authority: Department for Infrastructure and Transport

Measure 1.6.3.

The number of Access Taxis available in South Australia adhering to accessibility standards.

Note: Accessibility standards for Access Taxis in South Australia are defined and enforced through a combination of state and national regulations.

State authority: Department for Infrastructure and Transport

Measure 1.6.4.

Total number of initiatives undertaken to promote enhanced access and safety for people with disability while using public transport

State authority: Department for Infrastructure and Transport

Priority area 7: Collaboration, consultation and innovation

Outcome 7

People with disability are actively involved in government decisions that affect their lives.

Measure 1.7.1.

Total number of public consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOs).

State authority: All state authorities

Measure 1.7.2.

Total number of people with disability, including parents and carers, serving on committees and working groups.

State authority: All state authorities

Priority area 8: Housing

Outcome 8

People with disability have access to appropriate housing.

Measure 1.8.1.

Proportion of public housing and all housing built to National Construction Code Livable Housing Design Standards.

State authority:
Department of Housing and Urban Development and SA Housing Trust

Domain 2: Education and employment



What we want:
A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.

Education determines more than just a child's economic future. Education is also critical to a child's social and emotional development, and to establishing a sense of identity and a sense of place in the world. For children and students with disability, the educational experience represents an important opportunity to imagine and create an alternative future. In turn, the opportunity for meaningful employment is essential to a person's economic security as well as their physical and mental health, personal wellbeing and sense of identity.

All people with disability have the right to access inclusive education and meaningful employment. However, too many continue to face barriers and are not yet experiencing the full benefits these opportunities can provide.

We want 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.

The following outcomes are designed to drive education and employment and will guide state authorities' actions within their Disability Access and Inclusion Plans (DAIP). Visit **inclusive.sa.gov.au** to download each state authority's DAIP.

Priority area 1: Targeted knowledge, understanding and support

Outcome 1

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

Measure 2.1.1.

Proportion of teachers and educators that have completed training for supporting students with disability, including Disability Standards for Education training.

State authority: Department for Education, Department of State Development and TAFE SA

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

Outcome 2

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

Measure 2.2.1.

Total number of children with disability accessing early intervention services, including children in out-of-home care.

State authority:
Local Health Networks

Measure 2.2.2.

Proportion of government school students receiving an adjustment to access education.

State authority:
Department for Education

Priority area 3: Targeted transitional supports

Outcome 3

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

Measure 2.3.1.

Total number of initiatives taken to improve transition support from secondary school to tertiary education and/or employment for people with disability.

State authority:
Department for Education, Department of State Development and TAFE SA

Measure 2.3.2.

Proportion of students with disability who complete a higher education qualification (source: ADS).

Measure 2.3.3.

Proportion of people with disability undertaking apprenticeships (including school-based), vocational education and training (VET) and Adult Community Education (ACE).

State authority:
Department for Education, Department of State Development and TAFE SA

Measure 2.3.4.

Proportion of VET graduates with disability gaining employment post training (source: ADS).

Measure 2.3.5.

Total number of initiatives taken to encourage people with disability to volunteer.

State authority: All state authorities

Priority area 4: Access to employment opportunities

Outcome 4

People with disability have opportunities to achieve, develop and succeed in their chosen fields.

Measure 2.4.1.

Proportion of public sector staff with disability, including those in executive roles.

State authority:
Office of the Commissioner for Public Sector Employment

Measure 2.4.2.

Proportion of public sector staff who self-reported that they have caring responsibilities, including those in executive roles.

State authority:
Office of the Commissioner for Public Sector Employment

Measure 2.4.3.

Total number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.

State authority: All state authorities

Priority area 5: Inclusive working environments

Outcome 5

People with disability have access to supportive places to earn.

Measure 2.5.1.

Total number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.

State authority: All state authorities

Data and reporting

Outcome 6

People with disability benefit from state authorities working to improve disability data at both state and national levels.

Measure 2.6.1.

Proportion of measures within the State Plan and state authorities' DAIP that are collected and reported on to ensure accountability.

State authority:
Department of Human Services

Measure 2.6.2.

Proportion of state government agencies enhancing data collection and reporting systems.

State authority: All state government agencies

Domain 3 :
Personal and community support

What we want:
A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs.

Services and supports play a vital role in enabling people with disability to participate fully in daily life and in their communities. While some individuals may require minimal support, others rely on more intensive and targeted assistance to manage daily living. Regardless of the level of support needed, all people with disability, whether they are NDIS participants or not, should be able to access and benefit from mainstream supports and services without facing unnecessary barriers.

Many people with disability, along with their families and carers, often encounter barriers when trying to access support due to fragmented and overly complex systems. It is the responsibility of those systems to provide coordinated, inclusive and person-centred support where possible.

This ensures people with disability can exercise genuine choice and control, and are empowered to live full, self-directed lives.

Additionally, access and inclusion within our systems and services cannot be separated from cultural safety. Programs and services must be culturally safe, responsive and grounded in the lived experiences, strengths and aspirations of South Australia's Aboriginal communities.

We want to build a service system in South Australia that takes a person-centred approach and recognises the contributions and potential of all people with disability.

The following outcomes are designed to drive personal and community support and will guide state authorities' actions within their Disability Access and Inclusion Plans (DAIP). Visit **inclusive.sa.gov.au** to download each state authority's DAIP.



Priority area 1: Accessibility

Outcome 1

People with disability can easily access community supports and services.

Measure 3.1.1.

Total number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.

State authority: All state authorities

Priority area 2: Advocacy and supports

Outcome 2

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

Measure 3.2.1.

Total number of people with disability accessing advocacy services and number of matters resolved.

State authority:
Department of Human Services

Measure 3.2.2.

Total number of policies and practices to promote and encourage choice and control for people with disability.

State authority:
Attorney-General's Department

Priority area 3: Information sharing

Outcome 3

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

Measure 3.3.1.

Total number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.

State authority: All state authorities

Priority area 4: Family and carer support

Outcome 4

Carers and families, including siblings, of people with disability are provided with dedicated supports and services.

Measure 3.4.1.

Proportion of carers of people with disability who report no unmet need for respite care (source: ADS).

Measure 3.4.2.

Total number of resources available to help carers to access support.

State authority: Department of Human Services and Department for Child Protection

Priority area 5: Programs

Outcome 5

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

Measure 3.5.1.

Total number of grants and funding amount distributed to enhance disability inclusion.

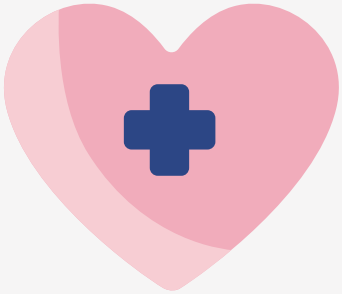
State authority: All state authorities

Domain 4: Health and wellbeing

What we want:
A South Australia where all people with disability can attain the highest possible health and wellbeing outcomes throughout their lives.

Health and wellbeing are critical determinants of a person's quality of life. People with disability require the same access to health care as all other South Australians yet experience considerable difficulties receiving appropriate care and supports. As a result, people with disability continue to experience poorer quality of life.

Limited awareness or understanding of disability among some health professionals may contribute to challenges such as people with disability experiencing underdiagnosis, misdiagnosis, treatment delays or emergency mental health interventions. Access to appropriate and timely health and mental health services is crucial to ensure people with disability of all ages and diversities receive the right supports for them.



We want a well-connected health and mental health sector that is easy to access, navigate and interact with for all people with disability.

The following outcomes are designed to drive health and wellbeing and will guide state authorities' actions within their Disability Access and Inclusion Plans (DAIP). Visit **inclusive.sa.gov.au** to download each state authority's DAIP.

Priority area 1: Inclusive infrastructure

Outcome 1

People with disability have full access to, and inclusion within health infrastructure.

Measure 4.1.1.

Total number of healthcare settings audited and the proportion that are compliant.

State authority:
Department for Health and Wellbeing and Local Health Networks

Priority area 2: Targeted knowledge, understanding and support

Outcome 2

People with disability can access healthcare that is inclusive and responsive to the intersectionality and diversity of disability, recognising the important role of carers.

Measure 4.2.1.

Proportion of healthcare workers equipped with the knowledge, skills and trauma informed principles to confidently support people with diversity of disability within the healthcare setting. For example, training and self-reporting surveys.

State authority: Local Health Networks

Measure 4.2.2.

Total number of culturally responsive support services and programs available for people with disability, including Aboriginal health workers and supports for regional communities.

Note: Culturally responsive services are defined by Aboriginal communities, guided by policies like Closing the Gap and include trained staff.

State authority:
Department for Health and Wellbeing and Local Health Networks

Priority area 3: Supports and interventions

Outcome 3

People with disability receive coordinated health supports that meet their needs, with stronger connections between mental health and disability services.

Measure 4.3.1.

Total number of pathways in place for people with disability that provide an option of tailored coordination and navigation to meet their needs.

State authority:
Department for Health and Wellbeing and Local Health Networks

Measure 4.3.2.

Total number of procedures and guidelines that uphold the rights of people with disability.

State authority:
Department for Health and Wellbeing and Local Health Networks

Measure 4.3.3.

Total number of information sharing agreements established between mental health and disability service providers, including any with Aboriginal Community Controlled Organisations (ACCOs).

State authority:
Department for Health and Wellbeing

Domain 5: Safety, rights and justice



What we want:
A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law.

People with disability are more likely to experience violence, abuse, neglect and exploitation. These risks may increase depending on a person's gender, age or cultural background. Women with disability in particular, face a heightened risk of violence, abuse, neglect and exploitation, particularly in domestic and family settings or in sexual contexts.

People with disability should receive the right supports and services when interacting with emergency services, criminal justice and civil law systems, whether they be victims, suspects, witnesses, defendants or offenders. These systems must be designed to ensure equality, safety and support for everyone.

We want to improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

The following outcomes are designed to drive safety, rights and justice and will guide state authorities' actions within their Disability Access and Inclusion Plans (DAIP). Visit **inclusive.sa.gov.au** to download each state authority's DAIP.

Priority area 1: Targeted knowledge, understanding and support

Outcome 1

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

Measure 5.1.1.

Proportion of emergency responders and staff in out-of-home care, youth detention and correctional settings equipped with the knowledge, skills and trauma informed principles to confidently support people with all types of disability. For example, training and self-reporting surveys.

State authority: Department for Child Protection, Department for Correctional Services, Department for Health and Wellbeing, Department of Human Services and South Australia Police

Measure 5.1.2.

Justice and legal workers are disability confident and respond positively to people with disability (source: ADS).

State authority: Attorney-General's Department and Courts Administration Authority

Measure 5.1.3.

Proportion of people with disability who have not experienced discrimination due to disability (source: ADS).

Priority area 2: Responding to emergencies

Outcome 2

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

Measure 5.2.1.

Total number of emergency response resources and systems developed for people with disability.

State authority: All state authorities

Priority area 3: Support and navigating the justice system

Outcome 3

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

Measure 5.3.1.

Total number of trauma informed services to identify and support people with disability in the justice system, including access to legal representation.

State authority:
Attorney-General's Department, Courts Administration Authority, Department for Correctional Services, Department of Human Services and South Australia Police

Priority area 4: Consultation and collaboration

Outcome 4

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

Measure 5.4.1.

Total number of policies, programs and laws that have been informed by people with disability with lived experience of the justice system.

State authority:
Attorney-General's Department, Courts Administration Authority, Department for Correctional Services, Department of Human Services and South Australia Police



Priority area 5: Safeguarding

Outcome 5

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

Measure 5.5.1.

Proportion of recommendations being addressed within the Disability Royal Commission that are South Australia's responsibility.

State authority:
Department of Human Services

Measure 5.5.2.

Proportion of Closing the Gap Disability Sector Strengthening Plan implemented.

State authority:
Department of Human Services

Measure 5.5.3.

Total number and type of authorised restrictive practices.

State authority:
Department for Child Protection,
Department for Correctional Services,
Department for Health and Wellbeing,
Department of Human Services,
Local Health Networks and
South Australia Police

Keeping the community informed

We are committed to ensuring the disability community stays updated on the progress we're making towards our vision.

We also want to highlight the positive work state authorities are undertaking to achieve the outcomes of the State Plan and their individual DAIP.

A copy of the State Plan is available at **inclusive.sa.gov.au** in various accessible formats.

All state authorities are required to publish their DAIP in accessible formats and in an accessible location on the authority's website. A link to the DAIP will also be published on **inclusive.sa.gov.au**.

For each calendar year, DHS will produce an annual report on both the State Plan and DAIP. This report will be provided to the Minister for Human Services by June the following year for tabling in both Houses of Parliament and then made public. The annual report will be published on the website in accessible formats.

We will also highlight our activities on the website so the disability community can stay updated on work occurring, further consultation activities underway and other opportunities for engagement.

Glossary

Advocacy

Support that helps people with disability speak up, understand their rights, and make decisions. This includes independent advocacy (support from someone not connected to a service) and also microboards (a small group that supports one person to take control of their life).

Augmentative and Alternative Communication (AAC)

Ways to communicate other than speech. These might be body movements or gestures, sign language, technology such as computers or tablets, communication books or printed materials.

Best practice

A method or technique that has been generally accepted as superior to any alternatives because it produces results that are better than those achieved by other means, or because it has become a standard way of doing things.

Built environment

Manufactured structures, features and facilities viewed collectively as an environment in which people live and work.

Choice and control

The ability of people with disability to make decisions about their own lives, including where and how they live, the supports they receive, and how those supports are delivered. This includes meaningful involvement in the design and governance of services and systems.

Civil law

A branch of law that deals with disputes between individuals, groups, or organisations. It covers areas such as contracts, property, family matters and personal injury.

Closing the Gap

A government strategy and a national agreement focused on improving life outcomes for Aboriginal peoples.

Commonwealth

The Commonwealth of Australia – commonly referred to as the Australian Government or the Federal Government.

Criminal justice system

The set of government institutions and processes responsible for responding to crime. It includes the police, courts, legal representatives and correctional services.

Cultural safety

Creating environments where Aboriginal peoples feel respected, valued and safe to be themselves. It involves recognising and addressing power imbalances, and making sure services and interactions support their identity and needs. Only the person receiving the service can say whether it feels culturally safe.

Data sovereignty

The right of Aboriginal peoples to control the collection, ownership and use of data about their communities. It ensures data is managed in line with cultural values and supports self-determination.

Disability Access and Inclusion Plan

A Disability Access and Inclusion Plan (DAIP) is a plan developed by state government agencies and local councils to improve access and inclusion for people with disability. Each DAIP is tailored to the specific context of the organisation and their community, outlining practical actions to remove barriers, promote participation and support the goals of the State Plan.

Department of Human Services

The Department of Human Services (DHS) is the South Australian Government agency responsible for delivering strategies, programs and services that improve the wellbeing, safety and inclusion of South Australians, particularly those who are vulnerable or disadvantaged.

Disability Inclusion Act 2018 (SA) (The Act)

A South Australian law that guides efforts to improve access and inclusion for people with disability. It requires the development of the State Disability Inclusion Plan (State Plan) and local Disability Access and Inclusion Plans and promotes choice, control, and the removal of barriers.

Disaggregated data

Information that has been broken down into smaller groups to show differences between them. This can include categories like age, gender, cultural background or location.

Diversity

Any dimension that can be used to differentiate groups and people from one another. It empowers people by respecting and appreciating what makes them different.

Domains

The key priority areas of the State Plan, shaped by emerging themes identified during statewide consultation. Domains guide the focus of actions to improve access and inclusion for people with disability.

Inclusion

The intentional, ongoing effort to ensure that all people can fully participate in all aspects of life.

Initiatives

Activities or efforts aimed at creating change, improving outcomes, or meeting specific needs. This can include actions, responses, systems and services designed to support individuals or communities.

Intersectionality

How different aspects of a person's identity, such as their gender, race, class, sexuality and disability can interact to create experiences of discrimination and marginalisation. Intersectionality helps us to understand how these experiences can overlap and intersect, and how they can be challenged and addressed.

Justice system

The laws, services and processes that address legal issues and disputes. This includes the criminal justice system (for people accused of breaking the law), the civil justice system (for resolving problems like housing, family or discrimination), and the youth justice system, which responds to children and young people who come into contact with the law

LGBTIQA+

An inclusive term for people whose sexual orientation, gender identity or sex characteristics differ from the majority. It stands for lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual and other diverse identities. The + acknowledges that there are many other ways people may describe their identity and experiences.

Lived experience

The personal knowledge and understanding a person gains through direct, first-hand experience of disability.

Local councils

A system of government in South Australia under which elected local government bodies (councils) are constituted under the *Local Government Act 1999 (SA)*.

Mainstream supports

Services provided by government or community organisations that are available to all Australians, regardless of disability status. These include essential services such as healthcare, education, transport, housing and employment.

My Aged Care

My Aged Care is the Australian Government's central access point for aged care services, providing information, assessment and referrals to support older people who need help at home, in the community or in residential care facilities.

National Disability Insurance Scheme

The National Disability Insurance Scheme (NDIS) is an Australian Government initiative that provides funding for reasonable and necessary supports to people under 65 who have a significant and permanent disability.

Neurodivergence and neurodivergent

A non-medical term describing various neurological variations from the dominant societal norm, and people with these variations in their neurological development. Neurodivergent, in contrast to neurotypical, is used to describe people who may have one or more ways in which their brain functions differently to the 'typical' way. Some Autistic people also refer to themselves as neurodivergent.

Out-of-home care

Overnight care for children under 18 who cannot live with their families due to safety concerns. It includes placements arranged and supported by child protection services, such as foster care, kinship care and residential care. These placements may be voluntary or court-ordered and are designed to provide a safe and stable environment.

Measures

A way to track progress and understand if things are improving over time. Measures use numbers and data and are supported by stories or feedback (qualitative data) in reporting.

Priority areas

Specific areas of focus within each domain that were identified as most important by people with disability during consultation.

Priority groups

The Act highlights seven priority groups of people that may experience overlapping disadvantage. Their needs will be considered and embedded across all State Plan measures and within DAIPs. The seven priority groups are: Aboriginal peoples with disability, culturally and linguistically diverse (CALD) people with disability, women with disability, children with disability, LGBTIQA+ people with disability, people with significant intellectual disability or who have high levels of vulnerability due to disability and people with disability who live in regional communities.

State authority

As defined in the *Disability Inclusion Act 2018 (SA)* to include a government department, an agency or instrumentality of the Crown, a local council constituted under the *Local Government Act 1999 (SA)* or any other person or body declared by regulations to be included.

United Nations Convention on the Rights of Persons with Disabilities

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) is a human rights treaty that aims to change attitudes and approaches to people with disability. It reaffirms that all people with disability must enjoy human rights and fundamental freedoms.

Universal Design

Universal Design is defined by the Australian Human Rights Commission as designing environments so they can be accessed, understood and used by everyone regardless of age, size, ability or disability—and encompassing the creation of facilities, products, services and environments usable by all people without adaptations.

Youth detention

A form of secure care where young people (usually aged 10–17) are held when they are charged with, or found guilty of breaking the law. It is used as a last resort and is intended to be safe, rehabilitative and respectful of young people's rights.

Qualitative data

Information or data that describes qualities or experiences, often collected through words, stories or observations rather than numbers.

Quantitative data

Information or data that can be counted or measured using numbers. Examples include statistics, percentages and totals.

Appendix A: Plain text description of Figure 1

The relationship between international, national and state disability legislation and policy instruments.

The diagram shows three circles titled state, national and international. There is an additional circle at the centre of the three circles titled People with disability. All circles overlap, indicating there is a relationship between every element and people with disability are at the centre of the relationship.

The following documents are listed:

State

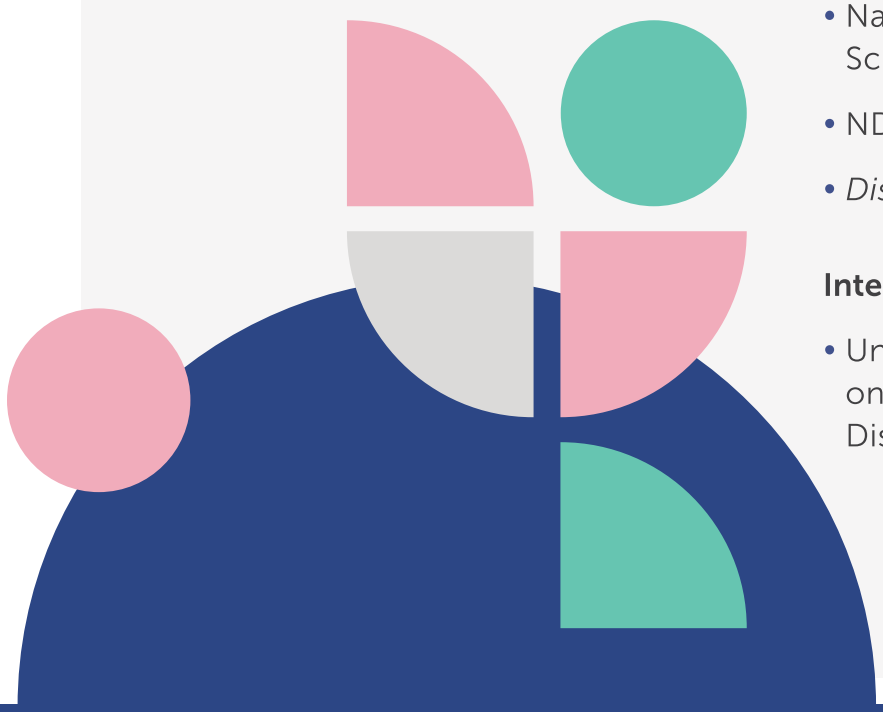
- *Disability Inclusion Act 2018 (SA)*
- State Disability Inclusion Plan 2025–2029
- SA Autism Strategy 2024–2029
- Disability Access and Inclusion Plans (DAIP)
- *Equal Opportunity Act 1984*

National

- Australia's Disability Strategy 2021–2031
- National Autism Strategy 2025–2031
- Disability Royal Commission (DRC)
- National Disability Insurance Scheme (NDIS)
- NDIS Review
- *Disability Discrimination Act 1992*

International

- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).



Endnotes

1 Australian Bureau of Statistics. Disability, Ageing and Carers Australia: Summary of Findings. Released 4 Jul 2024, **abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia summary-findings/2022**

2 AIHW & National Indigenous Australians Agency (2023). Measure 1.14 Disability, Aboriginal and Torres Strait Islander Health Performance Framework, accessed 13 June 2025, **indigenoushpf.gov.au/measures/1-14-disability#datafindings**

3 AIHW. People with disability in Australia 2024 Report. Last updated 23 Apr 2024, **aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/summary**

4 Australian Bureau of Statistic, Children and young people with disability, 2022. Released 30 Apr 2025, **abs.gov.au/articles/children-and-young-people-disability-2022**

5 Australian Bureau of Statistic, Children and young people with disability, 2022. Released 30 Apr 2025, **abs.gov.au/articles/children-and-young-people-disability-2022**

6 AIHW. Australia's Disability Strategy 2021–2031 Outcomes Framework, Education and learning. Last updated 24 Oct 2024, **aihw.gov.au/australias-disability-strategy/outcomes/education-and-learning/year-12-completion**

7 Australian Bureau of Statistics. Disability, Ageing and Carers Australia: Summary of Findings. Released 4 Jul 2024, **abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release**

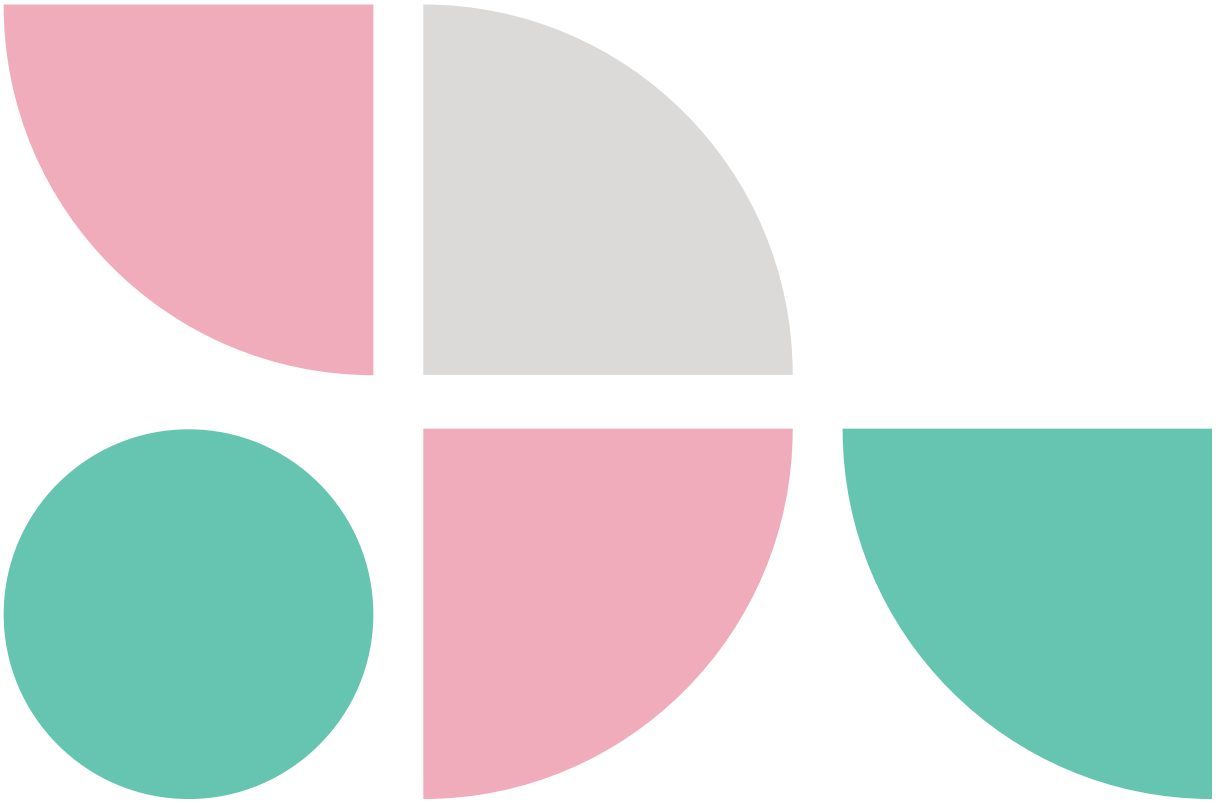
8 AIHW. Australia's Disability Strategy 2021–2031 Outcomes Framework, Unemployment gap. Last updated 24 Oct 2024, **aihw.gov.au/australias-disability-strategy/outcomes/employment-and-financial-security/unemployment-gap**

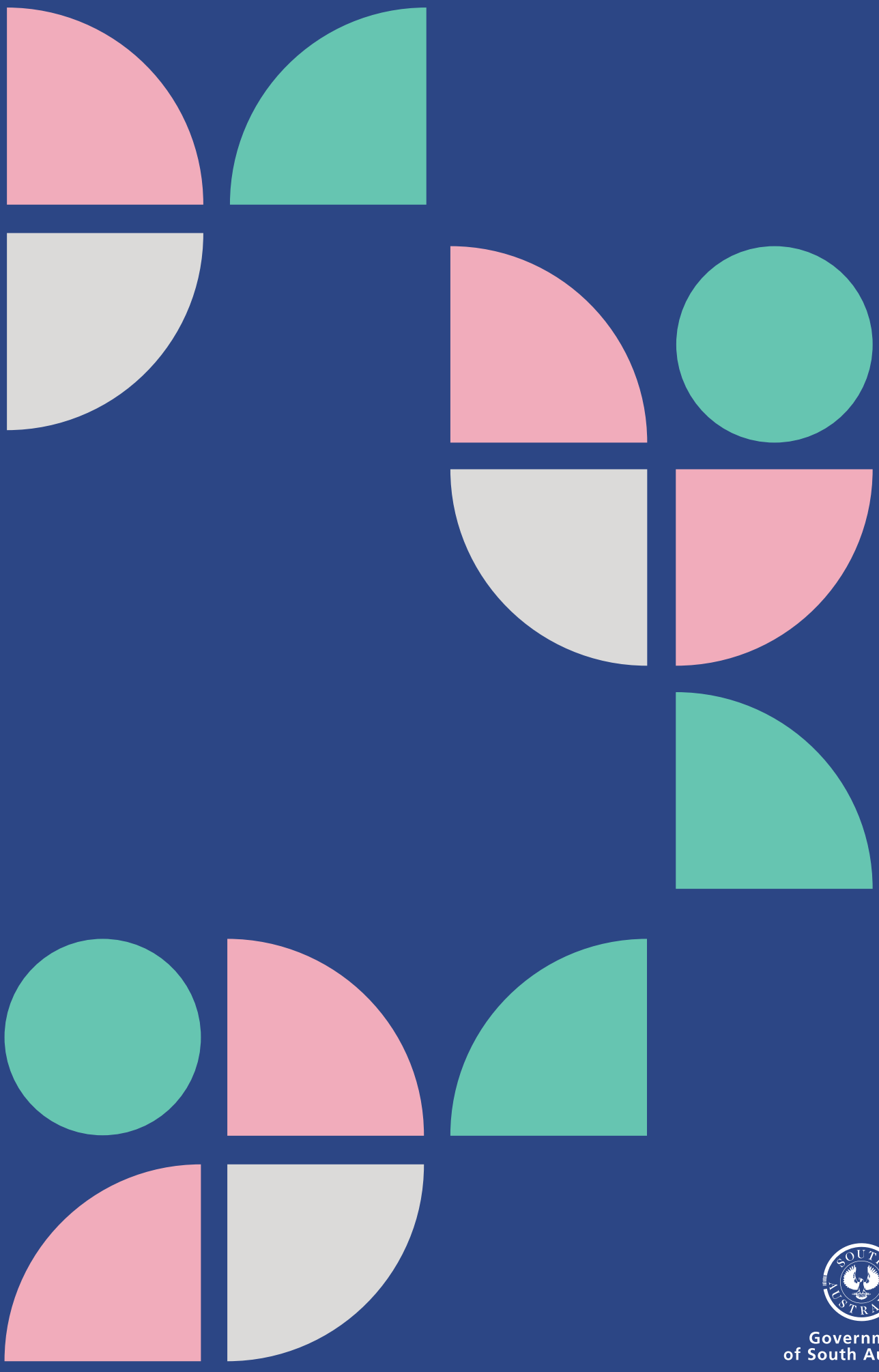
9 Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability. Final Report - Volume 3, Nature and extent of violence, abuse, neglect and exploitation (2023). **disability.royalcommission.gov.au/publications/final-report-volume-3-nature-and-extent-violence-abuse-neglect-and-exploitation**

10 AIHW. Australia's Disability Strategy 2021–2031 Outcomes Framework, Self-reported health. Last updated 9 Jul 2024, **aihw.gov.au/australias-disability-strategy/outcomes/health-and-wellbeing/self-reported-health**

11 Australian Bureau of Statistics. Disability, Ageing and Carers Australia: Summary of Findings. Released 4 Jul 2024, **abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release#carers**

12 Dementia Australia, Facts and figures (2025) **dementia.org.au/about-dementia/dementia-facts-and-figures**





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HS-365