

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

Our vision

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

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

This Disability Access and Inclusion Plan (DAIP) demonstrates how we deliver on our purpose and our policy, promoting the rights of people living with a disability.

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

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

Strategic Context

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

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

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

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

[Inclusive SA, South Australia's first State Disability Inclusion Plan](#), was published on 31 October 2019.

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

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

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

Defining Disability

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

- physical
 - psychosocial
 - intellectual
 - cognitive
 - neurological or
 - sensory impairment,
 - or a combination of any of these impairments,
- Which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others. [Reference](#)

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

City of Marion context

The City of Marion is a 55 km² Local Government area, located ten kilometres south west of the Adelaide city centre and neighbours the Cities of Holdfast Bay, Mitcham, Onkaparinga, Unley and West Torrens (Figure 1).

Figure 1: City of Marion location



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

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

The delivery of these facilities, services, activities and programs, combined with strategic projects, play a key role in improving the quality of life for all our residents, taking into account

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the imperative to provide programs and services that meet the needs of a diverse range of people such as people from all countries of origin and abilities.

Resident profile

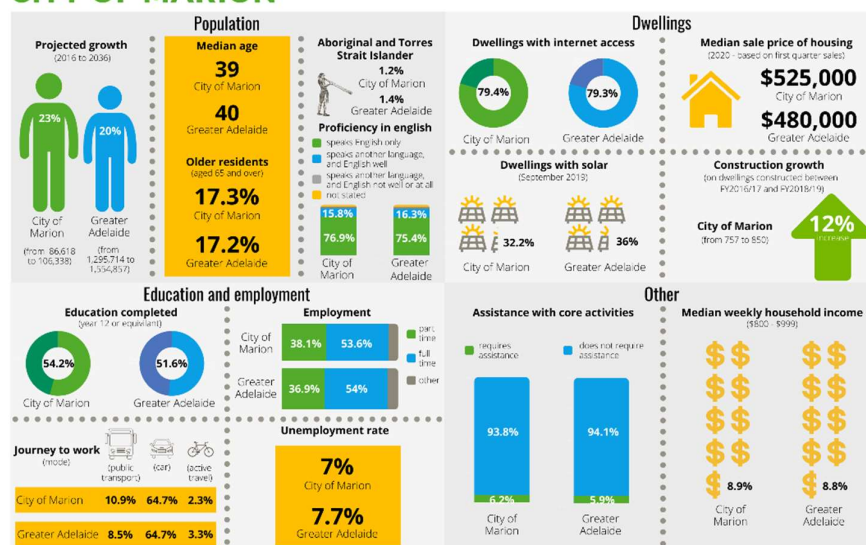
A snapshot of the 2016 Australian Bureau of Statistics (ABS) Census data for City of Marion is provided in Figure 2 below.

The ABS 2016 Census data tells us that 6.2% of Marion residents (compared with 5.1% for South Australia) indicated they needed assistance with core activities.

Figure 2: City of Marion resident snapshot

The future: challenges, opportunities and key statistics

CITY OF MARION



Data sources: ABS Census 2016, Office of the Valuer-General and City of Marion Development Services Team

Employee and volunteer disability profile

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

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

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

What our Community has told us

Significant and meaningful consultation, including those with and who represent community members living with a disability was crucial in developing the draft, to ensure a deep understanding and empathy of the needs of all is factored into the design of services.

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

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

- Stage 1 seeking feedback for inclusion in the Draft DAIP is complete
- Stage 2 will enable community members to provide feedback on this Draft DAIP in September

Stage 1 of public consultation revealed the following top 3 priorities:

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

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

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

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

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

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

Monitoring and Reporting

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

In addition, a report will be presented to Council each September annually outlining the previous financial years' contribution towards access and inclusion. The report will outline steps taken, tasks completed and projects undertaken to deliver the outcomes of the plan including evidence of achievements and progress made.

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

Draft Actions

Theme 1 - Inclusive communities for all			
Priorities:			
1. Involvement in the community			
2. Improving community understanding and awareness			
3. Promoting the rights of people living with disability			
Action number	Draft Actions	Timeframe	State Plan Number
1	Integrate disability access considerations in public realm, place making, project planning and delivery	2021/2022	2
2	Deliver accessible and inclusive programs at City of Marion centres	2021/2022	1
3	Deliver training to Council employees and contractors on access and inclusion design standards to raise awareness and standards	Ongoing	2
4	Explore opportunities to increase the involvement of children with disability in sports, for example: VACSWIM at Marion Outdoor Pool	Ongoing	1
5	Explore opportunities with sporting clubs to increase diversity and number of members living with a disability	Ongoing	1

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6	Actively seek external funding (e.g. Federal Government SA-HACC) to deliver programs that meet community needs	Ongoing	3
7	Advocate for access and inclusion improvements with stakeholders involved in the Marion Community Forum	Ongoing	1
8	Be actively involved in the Local Government Access and Inclusion Network (LGAIN) and other relevant disability networks	Ongoing	3
9	Deliver programs and initiatives to better equip people living with a disability and those who are elderly that improve their quality of life and that is reflective of our grant funding contractual obligations	Ongoing	2
10	Maintain networks with other service providers to maximise awareness of access and inclusion barriers and advocate for improvements	Ongoing	1
11	Provide adequate and versatile seating options and program times at Libraries, Community Centres and Council Offices for low lighting and quiet spaces for people with sensory needs	2021/2022	2
12	Develop a toolkit to promote accessible and inclusive practices for community events	2020/2021	1
13	Facilitate accessible and inclusive planning and development in the private sector through advocacy and information provision and potential incentives	Ongoing	3
14	Undertake employee and volunteer surveys to evaluate attitudes to and awareness of Council's disability inclusion aspirations	Annually	2

Theme 2- Leadership and collaboration			
Priorities			
4. Participation in decision-making			
5. Leadership and raising profile			
6. Engagement and consultation			
Action number	Draft Actions	Timeframe	State Plan Number
16	Identify access and inclusion improvement opportunities through consultation with young community members on the City of Marion Youth Collective Committee (YCC) and aged community members through relevant groups	Ongoing	4
17	Evaluate Hendrie Street Reserve Inclusive Playground to understand community value of this space and opportunities for accessibility improvements within other open space projects	2020/2021 2021/2022 2022/2023 2023/2024	6
18	Conduct relevant social/demographic research that informs evidence base - continue to share findings across team and wider City of Marion	Ongoing	5

Theme 3 - Accessible Communities			
Priorities:			
7. Universal Design across South Australia			
8. Accessible and available information			
9. Access to services			
19	Identify accessibility opportunities for Coastal Walkway upgrade Stage 1 and 2 (recognising that it is not feasible to make the entire walkway accessible)	2020/2021 2021/2022 2022/2023 2023/2024	9
20	Install smart technologies to improve pedestrian safety	2020/2021 2021/2022 2022/2023 2023/2024	9
21	Use the State Government Inclusive Play Guidelines to guide the development of accessible and inclusive playgrounds and open spaces within the City of Marion	2020/2021 2021/2022 2022/2023 2023/2024	7
22	Develop and apply access and inclusion checklist in all project and infrastructure planning, delivery and facility maintenance (new and minor renewals)	Ongoing	7
23	Investigate the development or application of a universal access guideline – to advocate for best practice in designing dwellings (recognising limitations under the Act and Building Code of Australia)	2021/2022	7

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24	Review provision of on street and off-street accessible car parking to ensure it continues to balance the needs of a range of users including drivers, carers and modified vehicles	2021/2022	9
25	Ensure equitable access to Community Development funded programs and initiatives are maintained	Ongoing	9
26	Improve the curated library collections specific to the access and inclusion needs within our community, including dyslexia collection, large print and literacy collections as well as visual and e-resources	Ongoing	8
27	Monitor and review City of Marion recharge points for mobility scooters and identify new potential recharge installation locations	2021/2022	9
28	Review accessibility of libraries, community and cultural centres	2020/2021	9
29	Include accessibility requirements question in event bookings (online and other)	Ongoing	9
30	Promote the State Government access and mobility app (once developed) to assist people navigate our City e.g. accessible playgrounds, parking, accessible toilets and changing places sites	2022/2023	8
31	Ensure design standards consider technical specifications that meet Australian Standards for all new and renewal projects	Ongoing	7
32	Deliver kerb ramp maintenance and improvement schedule across the city, based on Footpath Blitz Community Consultation outcomes	2020/2021	9
33	Install, activate and maintain hearing loop in the Council Chamber, Administration Customer Service and Cove Civic Centre. Consider installation of hearing loops in any new buildings or refurbishment projects	2020/2021	8

Theme 4 - Learning and Employment			
Priorities			
10. Better supports within educational and training settings			
11. Skill development through volunteering and support in navigating the pathway between learning and earning			
12. Improved access to employment opportunities and better support within workplaces			
34	Review Life Skills Program to ensure relevant to community need, and provides opportunity for people with disabilities to develop skills to enhance their ability rather than their disability	2020/2021	11
35	Provide Disability Traineeship opportunities to people living with a disability	2020/2021 2021/2022	10
36	Continue to develop meaningful volunteer and work experience opportunities for people living with disability	Ongoing	11 and 12
37	Ensure employment and volunteer policies and processes maximise opportunities for people with disability	Ongoing	11 and 12
38	Promote employment practices that support reduce barriers to employment for people with a disability	Ongoing	12