

Emergency Services Sector Disability Access and Inclusion Plan 2020-2024

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Acknowledgement of Country

Each Emergency Services Sector Agency acknowledges and respects Aboriginal people as the State’s first people and recognises their traditional relationship with Country. We acknowledge that the spiritual, social, cultural and economic practices of Aboriginal people come from their traditional lands and waters, and that the cultural and heritage beliefs, languages and laws are still of importance today.

The Emergency Services Sector

The Emergency Services Sector (ESS) comprises of four Agencies established under the Fire and Emergency Services Act 2005. These Agencies are the SA Fire and Emergency Services Commission (SAFECOM), SA Metropolitan Fire Service (MFS), SA Country Fire Service (CFS) and the SA State Emergency Service (SES).

The ESS operates under the guidance of the SAFECOM Board, whose members include the Chief Officers of the CFS, MFS and SES and the Chief Executive, SAFECOM.

The activities of the ESS are funded by the Emergency Services Levy and each Emergency Services Agency reports to the Minister for Emergency Services.

Strategic Context

This Disability Action and Inclusion Plan (DAIP) sets out the strategies, actions and measures that ESS Agencies will adopt to improve access and inclusion for people with disabilities and support South Australia to achieve the vision and aims set out in the State’s Disability Inclusion Plan 2019-2023 (Inclusive SA).

Each of the actions contained in this DAIP are aligned to the objects and principles of the Disability Inclusion Act 2018 and the four themes that underpin Inclusive SA.

Through its alignment to the Disability Inclusion Act 2018 and Inclusive SA this DAIP also aligns with the Australian National Disability Strategy and Australia's obligations under the United Nations Convention on the Rights of Persons with Disabilities.

Our vision

To be respectful and inclusive of people of all abilities.

Relationship to other policies, strategies, frameworks

This Plan has been developed within the following legislative and policy framework:

State

Disability Inclusion Act 2018

State Disability Inclusion Plan 2019-2023

The South Australian Equal Opportunity Act 1984

Fire and Emergency Services Act 2005

Public Sector Act 2009

Code of Ethics for South Australian Public Sector Employees

Commonwealth

The Disability Discrimination Act 1992

National Disability Strategy 2010–2020

Disability (Access to Premises - Buildings) Standards 2010

International

United Nations World Report on Disability 2011

United Nations Convention on the Rights of Persons with Disabilities 2007

Inclusive Communities For All

Social inclusion is a priority for people living with disability as it affects all aspects of their lives. It is our aim that the contributions and rights of people living with disability are valued and understood by all South Australians and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.

Action 1 (All Agencies)

Ensure that all internal and external stakeholder related activities and events are accessible to all members of the community including people with a disability.

Action 1: Measurable Target

Communication, community engagement, event management strategies and frameworks give due consideration to access and inclusion requirements.

The proportion of people living with disability who attend Agency events, meetings, conferences, workshops.

Action 2 (All Agencies)

Public facing information, publications and resources to be provided in a range of alternate formats wherever possible.

Action 2: Measurable Target

Public facing materials provided in a range of alternate formats upon request.

The number of requests met for information to be provided in alternate formats.

Action 3 (All Agencies)

Agency websites to contain information on how to request materials in alternate formats.

Action 3: Measurable Target

Agency websites contain information on how to request information in alternate formats.

Action 4 (All Agencies)

Publish this Disability Access and Inclusion Plan in a format that is accessible for people with a disability on all Agency websites.

Action 4: Measurable Target

An accessible version of this Disability Access and Inclusion Plan contained on all Agency websites.

Action 5 (SAFECOM)

A central webpage to be created on the ESS intranet containing disability information, resources and supports.

Action 5: Measurable Target

The creation of this web page.

Action 6 (All Agencies)

Implement the Office for the Commissioner of Public Sector Employment (OCPSE) Disability Awareness training for all ESS employees.

Action 6: Measurable Target

The number of new and existing employees that have completed this training.

Action 7 (All Agencies)

Agency complaint processes, procedures and feedback systems to be reviewed to ensure they are appropriate and accessible for people with a disability.

Action 7: Measurable Target

Agency complaint and feedback processes written in simple everyday language.

The number of requests met for information to be provided in alternate formats.

Leadership and Collaboration

People living with disability want to have a greater role in leading and contributing to government and community decision-making. It is our aim that the perspectives of people living with disability are actively sought and that they are supported to participate meaningfully in government and community consultation and engagement activities.

Action 8 (All Agencies)

An ESS Disability Advisory Committee to be established to manage the monitoring, implementation, reporting and consultation requirements relating to this Disability Action and Inclusion Plan.

Action 8: Measurable Target

The establishment of an ESS Disability Advisory Committee.

Action 9 (All Agencies)

Where possible Agency's to utilise the www.YourSAy.sa.gov.au website to engage people living with disability regarding service improvement and/or Agency participation.

Action 9: Measurable Target

The proportion of people living with a disability that are engaged utilising this platform.

Action 10 (All Agencies)

This Disability Access and Inclusion Plan to be reviewed at least once every four years by each Agency.

Action 10: Measurable Target

The outcome of this review submitted to the ESS Executive Committee.

Action 11 (All Agencies)

Each Agency to monitor and report to the ESS Executive Committee on the implementation status of this Disability Action and Inclusion Plan annually.

Action 11: Measurable Target

Agency reports submitted to the ESS Executive Committee.

Action 12 (All Agencies)

The ESS Executive Committee to report annually to the Chief Executive of the Department of Human Services on the operation of this Disability Action and Inclusion Plan and include a summary reporting on the implementation of the Plan.

Action 12: Measurable Target

ESS Executive Committee report submitted to the Chief Executive of the Department of Human Services every 12 months.

Accessible Communities

The accessibility of the built environment, quality services and information is key to ensuring people living with disability are included and have the opportunity to equally participate in all aspects of community life. It is our aim to increase accessibility to public and community infrastructure, transport, services, information, sport and recreation and the greater community.

Action 13 (All Agencies)

Fit outs that change or alter access to existing buildings or sites owned, operated or leased by an Agency to give due consideration to universal design and to incorporate Disability Discrimination Act requirements to ensure accessibility.

Action 13: Measurable Target

The number of existing buildings/sites that are accessible.

The number of building fit outs conducted.

Action 14 (All Agencies)

New buildings or sites purchased, leased or operated by an Agency to meet the required Building Code of Australia accessibility standards.

Action 14: Measurable Target

The number of new buildings and, or, sites that meet these standards.

Action 15 (All Agencies)

Inclusion in building, infrastructure, maintenance and upgrade schedules the installation of appropriate signage at Agency owned, operated or leased buildings or sites indicating disability access such as parking.

Action 15: Measurable Target

The number of signage installations included in Agency building, infrastructure, maintenance and upgrade schedules.

Action 16 (All Agencies)

Agency evacuation procedures, emergency plans and associated training to be reviewed to ensure the requirements of people with a range of abilities are adequately addressed.

Action 16: Measurable Target

The number of Agency emergency plans updated.

Action 17 (All Agencies)

The development and implementation of a clearly defined process to ensure that requests to access information in alternate formats are met in a timely manner.

Action 17: Measurable Target

Systems are in place to provide materials in alternate formats in a timely manner.

The number of requests met to provide information in alternate formats.

Action 18 (SAFECOM)

Information and published materials relating to the ESS Employee Assistance Program and Stress Prevention and Management programs to be reviewed for accessibility and made available in a format that is accessible to employees and volunteers living with a disability subject to funding.

Action 18: Measurable Target

Information and materials are published in an accessible format.

The number of employees and volunteers living with a disability accessing these programs.

Action 19 (All Agencies)

ESS Agency websites and intranets are assessed against Web Content Accessibility Guidelines (WCAG) Standard 2.1.

Action 19: Measurable Target

Accessibility and compliance with Level A determined.

Accessibility and compliance with Level AA determined.

Action 20 (All Agencies)

The development of an ESS online accessibility policy to guide the accessibility of information contained on all ESS Agency websites (external and intranet).

Action 20: Measurable Target

The development and promotion of an ESS online accessibility policy.

Action 21 (All Agencies)

Determine the feasibility of adopting the Website Design System that is offered to all South Australian Government Agencies as an accessible website solution through the Office for Digital Government.

Or

Update templates in existing content management systems.

Action 21: Measurable Target

Discussions held with the Office for Digital Government and an approach established relating to the adoption of the Website Design System.

Or

The identification of template upgrades.

Action 22 (All Agencies)

Agency employees that are responsible for performing web publishing duties complete formal training in web accessibility or demonstrate an appropriate level of understanding relating to the principals of web accessibility.

Action 22: Measurable Target

The number of employees that have completed this training.

Learning and Employment

Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. It is our aim that people living with disability have access to inclusive places of study and that education and training provides pathways to meaningful and inclusive employment and volunteering opportunities.

Action 23 (SAFECOM)

Mechanisms put in place to request disability and diversity related information from employees every 12 months to maximise the currency of the ESS workforce profile.

Action 23: Measurable Target

The number of employees that identify as living with a disability.

Action 24 (SAFECOM)

A review of ESS recruitment and selection information, processes and practices to be conducted to ensure that these resources:

- Contain information and advice on the recruitment of people with a disability.
- Promote the Office of the Commissioner for Public Sector Employment Disability Employment toolkit and resources.
- Promote public sector employment pathways including consideration of eligible candidates on the Disability Employment Service provider register.

Action 24: Measurable Target

The number of candidates being considered for employment from the Disability Employment Service provider register or identify as living with a disability.

The number of recruiting managers that have knowledge of SA Public Sector Disability Employment programs pathway for people living with a disability.

Action 25 (SAFECOM)

Advertising procedures and standard advertising templates to be updated for Agency's to include a diversity statement that encourages the receipt of applications from people living with a disability for applicable roles.

Action 25: Measurable Target

The number of candidates that identify as living with a disability.

Action 26 (All Agencies)

The ESS Executive Committee to provide adequate funding and resources to implement the actions contained in this Disability Action and Inclusion Plan.

Action 26: Measurable Target

The actions contained in this Disability Action Plan being met.