

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.

Priority 1: involvement in the community

Priority 2: improving community understanding and awareness

Priority 3: promoting the rights of people living with disability

	ACTION	MEASURABLE TARGET	AGENCY
1.	Ensure that all internal and external stakeholder related activities and events are accessible to all members of the community including people with a disability.	<p>Communication, community engagement, event management strategies and frameworks give due consideration to access and inclusion requirements.</p> <p>The proportion of people living with disability who attend Agency events, meetings, conferences, workshops.</p>	SAFECOM, MFS, CFS, SES
2.	Public facing information, publications and resources to be provided in a range of alternate formats wherever possible.	<p>Public facing materials provided in a range of alternate formats upon request.</p> <p>The number of requests met for information to be provided in alternate formats.</p>	SAFECOM, MFS, CFS, SES
3.	Agency websites to contain information on how to request materials in alternate formats.	Agency websites to contain information on how to request information in alternate formats.	SAFECOM, MFS, CFS, SES

4.	Publish this Disability Access and Inclusion Plan in a format that is accessible for people with a disability on all Agency websites.	An accessible version of this Disability Access and Inclusion Plan contained on all Agency websites.	SAFECOM, MFS, CFS, SES
5.	A central webpage to be created on the ESS intranet containing disability information, resources and supports.	The creation of this web page.	SAFECOM
6.	Implement the Office for the Commissioner of Public Sector Employment (OCPSE) Disability Awareness training for all ESS employees.	The number of new and existing employees that have completed this training.	SAFECOM, MFS, CFS, SES
7.	Agency complaint processes, procedures and feedback systems to be reviewed to ensure that they are appropriate and accessible for people with a disability.	Agency complaint and feedback processes written in simple everyday language. The number of requests met for information to be provided in alternate formats.	SAFECOM, MFS, CFS, SES

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.

Priority 4: participation in decision-making

Priority 5: leadership and raising profile

Priority 6: engagement and consultation

	ACTION	MEASURABLE TARGET	AGENCY
8.	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.	The establishment of an ESS Disability Advisory Committee.	SAFECOM, MFS, CFS, SES
9.	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.	The proportion of people living with a disability that are engaged utilising this platform.	SAFECOM, MFS, CFS, SES
10.	This Disability Access and Inclusion Plan to be reviewed at least once every four years by each Agency.	The outcome of this review submitted to the ESS Executive Committee.	SAFECOM, MFS, CFS, SES
11.	Each Agency to monitor and report to the ESS Executive Committee on the implementation status of the ESS Disability Action and Inclusion Plan annually.	Agency reports submitted to the ESS Executive Committee.	SAFECOM, MFS, CFS, SES

12. 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.

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

SAFECOM, MFS, CFS, SES

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.

Priority 7: Universal design across South Australia

Priority 8: Accessible and available information

Priority 9: Access to services

	ACTION	MEASURABLE TARGET	AGENCY
13.	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.	The number of existing buildings/sites that are accessible. The number of building fit outs conducted.	SAFECOM, MFS, CFS, SES
14.	New buildings or sites purchased, leased or operated by an Agency to meet the required Building Code of Australia accessibility standards.	The number of new buildings and, or, sites that meet these standards.	SAFECOM, MFS, CFS, SES
15.	Inclusion in building, infrastructure, maintenance and upgrade schedules the installation of appropriate signage at Agency owned, operated or leased buildings/sites indicating disability access such as parking.	The number of signage installations included in Agency building, infrastructure, maintenance and upgrade schedules.	SAFECOM, MFS, CFS, SES

16.	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.	The number of Agency emergency plans updated.	SAFECOM, MFS, CFS, SES
17.	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.	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.	SAFECOM, MFS, CFS, SES
18.	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.	Information and materials are published in an accessible format. The number of employees and volunteers living with a disability accessing these programs.	SAFECOM
19.	ESS Agency websites and intranets are assessed against Web Content Accessibility Guidelines (WCAG) Standard 2.1.	Accessibility and compliance with Level A determined. Accessibility and compliance with Level AA determined.	SAFECOM, MFS, CFS, SES
20.	The development of an ESS online accessibility policy to guide the accessibility of information contained on all ESS Agency websites (external and intranet).	The development and promotion of an ESS online accessibility policy.	SAFECOM, MFS, CFS, SES

21.	<p>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.</p> <p>Or</p> <p>Update templates in existing content management systems.</p>	<p>Discussions held with the Office for Digital Government and an approach established relating to the adoption of the Website Design System.</p> <p>Or</p> <p>The identification of template upgrades.</p>	SAFECOM, MFS, CFS, SES
22.	<p>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.</p>	<p>The number of employees that have completed this training.</p>	SAFECOM, MFS, CFS, SES

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.

Priority 10: Better supports within educational and training settings

Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning

Priority 12: Improved access to employment opportunities and better support within workplaces

	ACTION	MEASURABLE TARGET	AGENCY
23.	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.	The number of employees that identify as living with a disability.	SAFECOM
24.	<p>A review of ESS recruitment and selection information, processes and practices to be conducted to ensure that these resources:</p> <ul style="list-style-type: none"> • 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. 	<p>The number of candidates being considered for employment from the Disability Employment Service provider register or identify as living with a disability.</p> <p>The number of recruiting managers that have knowledge of SA Public Sector Disability Employment programs pathway for people living with a disability.</p>	SAFECOM

	<ul style="list-style-type: none"> Promote public sector employment pathways including consideration of eligible candidates on the Disability Employment Service provider register. 		
25.	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.	The number of candidates that identify as living with a disability.	SAFECOM
26.	The ESS Executive Committee to provide adequate funding and resources to implement the actions contained in this Disability Action and Inclusion Plan.	The actions contained in this Disability Action Plan being met.	SAFECOM, MFS, CFS, SES