



CLARE & GILBERT
VALLEYS COUNCIL

Clare & Gilbert Valleys Council | Disability Access and Inclusion Plan 2026–2030

DISABILITY ACCESS AND INCLUSION PLAN

2026–2030

Clare & Gilbert Valleys Council

Adopted by Council: 17th June 2026 Next Review: 2030

Acknowledgement of Country

Clare & Gilbert Valleys Council acknowledge the Ngadjuri people, Traditional Custodians of the land, and pay our respects to their Elders past and present. We extend that respect to Aboriginal and Torres Strait Islander peoples across Australia.



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1. Introduction

This Disability Access and Inclusion Plan (DAIP) 2026–2030 was developed by Clare & Gilbert Valleys Council (CGVC) in accordance with the Disability Inclusion Act 2018 (SA); and in alignment with South Australia’s State Disability Inclusion Plan 2025–2029: A South Australia Where No One Is Left Behind.

This is Council’s second DAIP, building on our inaugural plan (2020–2025). It reflects our ongoing commitment to improving access and inclusion for people with disability, and their families and carers across our district. It meets the legislative requirements of Local Government Authorities under the new SA State Disability Inclusion Plan 2025–2029.

Our Vision

An accessible and inclusive Clare & Gilbert Valleys Council region, where people with disability can participate fully in community life, based on fairness and respect.

2. About Our Community

The local area includes 15 towns and settlements, including the regional centre of Clare, and the service towns of Riverton, Saddleworth and Auburn; and the villages of Stockport, Tarlee, Rhynie, Manoora, Marrabel, Waterloo, Mintaro, Penwortham, Leasingham, Watervale and Sevenhill.

Our district has a median age of 47yo, which is significantly older than both the South Australian (40yo) and national (38yo) averages. This is particularly relevant to disability access and inclusion, as the prevalence of disability increases substantially with age.

We are a rural, geographically dispersed community with no public transport, and reduced access to specialist disability support services compared to metropolitan areas. This context informs our pragmatic approach to this DAIP and is shaped by both the challenges and place-based opportunities it presents.



3. Legislative and Policy Context

This Plan is required under the Disability Inclusion Act 2018 (SA) and gives effect to obligations under the following legislation and policy frameworks.

State Legislation and Policy

- Disability Inclusion Act 2018 (SA)
- State Disability Inclusion Plan 2025–2029 (SA Government)
- Equal Opportunity Act 1984 (SA)
- Australia's Disability Strategy 2021–2031
- United Nations Convention on the Rights of Persons with Disabilities

Key Local Documents

- CGVC Strategic Plan 2026–2030
- CGVC Open Space and Recreation Strategy
- Northern Group of Councils Regional Public Health Plan 2021–2026
- CGVC Cultural Tourism Strategy 2020–2025
- CGVC Innovate Reconciliation Action Plan 2024–2026
- Draft CGVC Ageing Well Strategy 2026–2031
- CGVC Economic Development Plan 2023–2027

4. Our Approach

CGVC is a small rural council across a large geographic footprint, with relatively few staff and financial resources. This DAIP takes a deliberate integration approach, rather than creating a standalone plan with un-resourced actions. Disability access and inclusion considerations are embedded within Council's existing plans, policies and processes, asset management, procurement, consultation, and decision-making frameworks.

In practice, this means:

- Access and inclusion considerations are applied when assessing grant and sponsorship applications, capital works proposals, and event support.
- Disability considerations are raised in the early planning stages of any new Council program, service, facility upgrade or development assessment.
- Council officers actively seek grant funding and partnership opportunities to deliver tangible improvements.
- Transparent and proportionate annual progress reporting, reflective of feasible achievements of a small rural council within its resourcing.

This integration approach is consistent with the intent of the State Plan, which recognises that meaningful, achievable action produces real change for people with disability.



Council undertook the preparation of this plan following review of the existing DAIP, the new State Disability Inclusion Plan, and desktop reviews of other relevant frameworks. Council also engaged in existing and new Communities of Practice of disability, access and inclusion across local and State government, and non-government organisations to incorporate relevant considerations wherever possible. This plan will provide a conduit to link to existing objectives and actions in other CGVC-led strategies and plans, and paving the way for new initiatives going forward as resources allow. An easy read accessible version will be developed shortly.

Council does not collect and make available statistics on the percentage of employees living with disability.

The following five domains identified in the State Plan guide the structure of this CGVC DAIP, and underpin the minimum framework required for all State authorities, including the measures allocated to local Councils in the State Plan.

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



5. Priority Groups

The Disability Inclusion Act 2018 (SA) identifies seven priority groups of people who may face compounded or overlapping barriers to inclusion. Council will consider the needs of all priority groups in implementing this Plan, with particular attention to those most relevant to our community context.

Priority Group	Relevance to CGVC
Aboriginal peoples with disability	A small number of NDIS participants in our district identify as Aboriginal or Torres Strait Islander. Council will ensure that engagement and consultation processes are respectful, culturally appropriate and accessible to Aboriginal community members.
People from culturally and linguistically diverse (CALD) backgrounds with disability	Council will ensure information and services are accessible to residents from CALD backgrounds.
Women with disability	Women with disability face higher rates of violence, abuse and economic disadvantage. Council will consider these factors in community safety planning and service design.
Children with disability	Children with disability are represented across NDIS age groups in our district. Council will consider accessibility in playground, recreation and youth program design.
People with disability who identify as LGBTIQ+	Council is committed to inclusive and respectful services and facilities for all community members regardless of gender identity or sexual orientation. CGVC is actively engaged with the LG Rainbow Council network.
People with significant intellectual disability or who have high levels of vulnerability due to disability	Council will work with local service providers to better understand and respond to the needs of people in this priority group.
People with disability who live in regional communities	Geographic isolation, limited transport, reduced service availability and dispersed population all compound the barriers faced by people with disability in our district. This DAIP specifically recognises these challenges and seeks to implement measures which work towards improving the long-term liveability of CGVC communities for people living with disabilities.

In addition to the seven priority groups as described in the State DAIP, CGVC identifies older people with disability and their carers as an additional priority group, given our older age profile and the significant role carers play in enabling inclusion and participation. The recent development of the draft CGVC Ageing Well Strategy will also serve to provide evidence-based guidance through objectives where relevant and once finalised.



6. Actions by Domain

Domain 1 Inclusive Environments and Communities

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

Council's primary contribution to this domain is through the management of physical infrastructure (footpaths, roads, parks, public buildings, parking and public toilets), the planning and delivery of community events; and community consultation and communication processes.

Action	Timeframe	State Plan Measure
Develop and apply a simple checklist for all Council-led events (50+ people) for staff covering venue access, parking, toilets, signage and communication. Use at event planning stage, and ensure staff are trained in its use. Consider utilising the SA Accessible and Inclusive Community Events Toolkit. Review registration and invitation processes of Council-led events to consider accessibility requirements.	Ongoing	1.1.2 The number of inclusive and accessible events (both internal and external) with 50+ people following best practice event management principles.
Promote disability access and inclusion through at least one community initiative per year; considering age, gender and cultural accessibility and inclusiveness. Use existing staff intranet, Council communications, newsletter, social media and website. Disability access and inclusion training opportunities provided to staff, volunteers and Elected Members. Consider the incorporation of questions in CGVC Community Survey to measure and understand local community attitudes and needs.	Ongoing	1.2.1 The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including the number of staff and volunteers participating in disability awareness training.
Review CGVC Innovate Reconciliation Action Plan to facilitate the inclusion in CGVC programs, services and spaces of voices with lived experience with disabilities.	Ongoing	1.2.3 The number of actions embedded in our DAIP working towards Closing the Gap targets.
Embed DDA standards and Universal Design requirements in capital works briefs and development assessment conditions. Undertake a comprehensive accessibility audit	Ongoing	1.3.2 The number of public-facing Council buildings, spaces, play spaces and infrastructure



Action	Timeframe	State Plan Measure
of key Council assets. Progressively improve accessibility of footpaths, carparks, door modifications and signage within budget resourcing.		that are modified to improve accessibility.
Progressively improve accessibility of Council parks, trails and playgrounds through the annual capital works program, as budget resources allow. Grant funding to be considered where appropriate.	Ongoing	1.3.3 The number of parks, reserves and playgrounds that are built or modified to improve accessibility.
Ensure existing audits continue of accessible public toilet facilities and prioritise upgrades within capital works program as funding allows. Investigate feasibility of hosting at least one Changing Places facility.	Ongoing	1.4.1 The number of public Council owned toilet facilities across the council area that meet accessibility standards and/or a designated Changing Places facility.
Identify tools for Council staff to increase accessibility in public documents, including training for staff. Increase the number of public documents created in Easy Read, plain language, video or other accessible formats.	Ongoing	1.5.1 The number of resources or materials that have been developed in accessible formats. For example, websites that meet WCAG 2.2 Level AA, Auslan translations and Easy Read documents.
Provide opportunities to include people with disability, carers and disability service providers in public consultation processes. Ensure CGVC public consultation policy facilitates consultation input from people with disability.	Ongoing	1.7.1 The number of public consultations that included and sought input from people with disability.
Council staff to maintain contact with at least one disability reference point in the community; building and maintaining relationship as part of supporting partnership network, and ensuring inclusive and accessibility considerations are incorporated when setting meetings.	Ongoing	1.7.2 The number of people with disability, including parents and carers, serving on committees and working groups.



Domain 2 Education and Employment

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

Council's role in education and employment is primarily as an employer and advocate, and as an organisation that connects community members to information and opportunities.

Action	Timeframe	State Plan Measure
Review Council's recruitment processes to remove unnecessary barriers for applicants with disability. Review position description templates, job advertisement language, and recruitment checklist. Support the development of staff through training in inclusive and accessible workforce development practices.	Ongoing	2.4.3 The number of organisational changes adopted to improve inclusive recruitment for people with disability.
Ensure Council workplaces (offices, depot, library) are physically accessible for employees and volunteers with disability. Staff living with disability are supported to remain in employment.	Ongoing	2.5.1 The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment.



Domain 3 Personal and Community Support

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

Council's primary role in this domain is as a connector and advocate, as CGVC is not a disability service provider.

Action	Timeframe	State Plan Measure
Maintain a current and accessible list of local disability support services on the Council website and provide hard copies in CGVC office spaces. Share information about the Community Passenger Network (CPN) and other accessible transport options through Council communications.	Ongoing	3.1.1 The number of council initiatives and improvements made to connect people with disability to community supports and services wherever they present.
Participate in State and regional networks and forums relevant to disability and community inclusion; such as the Local Government Access and Inclusion Network, and the Department of Human Services Access and Inclusion Community of Practice.	Ongoing	3.3.1 The number of inter-agency meetings and initiatives to support the implementation of the State Plan and our DAIP.
Review and apply access and inclusion criteria when assessing CGVC community grant and sponsorship applications.	Ongoing	3.5.1 The number of Council grants and funding amount distributed to enhance disability inclusion.



Domain 4 Health and Wellbeing

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

CGVC's primary contribution to this domain is through providing accessible physical environments (recreation trails, open space, leisure facilities) that support the health, connection and wellbeing of all residents; through our contribution to regional public health planning; and our advocacy for the improvement of access to relevant services that improve the liveability of our region through all stages of life.

There are no mandated State Plan measures for local councils in this domain, and CGVC is not a direct health service provider.

Action	Timeframe	State Plan Measure
Work towards progressively improving the accessibility of Council-owned recreation and open space facilities.	Ongoing	N/A
Advocate for increased access to accessible and inclusive health and disability services in the region.	Ongoing	N/A

Domain 5 Safety, Rights and Justice

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

Council's contribution to this domain is through emergency management planning, staff awareness of disability rights, and ensuring this Plan is publicly accessible and that community members can raise concerns or provide feedback.

Action	Timeframe	State Plan Measure
Ensure emergency information is accessible to people with disability in Council's emergency management planning and public communications.	Ongoing	5.2.1 The number of emergency response resources and systems developed for people with disability, including the Person-Centred Emergency Preparedness (P-CEP) approach.



7. Implementation and Governance

The Chief Executive Officer provides leadership of this Plan, however all staff members are responsible for supporting its implementation. Council's executive team will meet annually to prepare the report to DHS and include it as a quarterly item on the standing WHS agenda.

The Senior Management Team will coordinate implementation of this Plan, with the support of relevant Council officers across all Departments.

Access and inclusion will be a standing consideration in:

- Capital works planning and budget submissions
- Council event planning and approval
- Community consultation design and delivery
- Policy and procedure reviews
- Grant and sponsorship assessment processes
- Development assessment and planning conditions

Given Council's limited resources, implementation relies on embedding these considerations within existing processes, rather than creating new standalone workstreams. All Council staff are encouraged to raise access and inclusion at the planning stage of any significant project or decision.

8. Reporting

Council will report annually on progress against this Plan to Council. Annual progress reports will be made publicly available on Council's website. Reporting to DHS will be as legislatively required (annual at the time of publication of this DAIP).

Reporting will reflect the outcome measures identified in the State Plan that are applicable to local Councils. Where data is not available at a local level, Council will note this and work progressively to improve data collection.

This Plan will be reviewed in line with any changes to the Disability Inclusion Act 2018 (SA) or the State Disability Inclusion Plan 2025–2029 and formally evaluated and renewed at the conclusion of the four-year period (by June 2030).



9. Feedback and Contact

Council welcomes feedback on disability access and inclusion at any time. If you experience difficulty accessing Council services, facilities or information, or would like to suggest improvements, please contact us:

- 4 Gleeson Street, Clare SA 5453
- Phone: 8842 6400
- Email: admin@cgvc.sa.gov.au
- Website: <https://www.claregilbertvalleys.sa.gov.au/>

This document is also available in alternative formats on request.

External contacts for disability rights:

- SA Equal Opportunity Commission: www.eoc.sa.gov.au
- Australian Human Rights Commission: www.humanrights.gov.au
- Disability SA (Department of Human Services): www.dhs.sa.gov.au
- NDIS (National Disability Insurance Scheme): www.ndis.gov.au