



## Disability Access and Inclusion Plan

South Australia Police (SAPOL) launched its Disability Access and Inclusion Plan (DAIP) 2026-2030 in June 2026.

This Plan reflects SAPOL's ongoing commitment to fostering an accessible and inclusive environment for our workforce and the communities we serve. It provides a clear, strategic framework to strengthen accessibility, reduce barriers, and embed inclusive practices across our services, systems, and workplaces.

The DAIP supports the [State Disability Inclusion Plan 2025–2029](#) and aligns with SAPOL's Vision 2030. It outlines SAPOL's priorities to enhance access to policing services, improve communication and engagement, support inclusive employment practices, and ensure our responses are respectful, equitable, and responsive to the needs of people with disability.

The development of the DAIP has been informed by consultation with SAPOL employees, community members, and the disability sector, including the voices and lived experiences of people with disability, carers, and stakeholders. These insights have been instrumental in shaping actions that strengthen inclusion, enhance our service delivery, and support meaningful, long-term change across the organisation.

SAPOL's DAIP is also supported by [Appendix A – SAPOL Autism Strategy Action Plan Commitments 2026–2030](#). This Action Plan outlines targeted commitments to strengthen inclusion, accessibility, and support for Autistic and neurodivergent people across our workforce and policing services, recognising our role in delivering safe, respectful, and responsive interactions.

Through this Plan, we reaffirm our responsibility to provide policing services that are accessible, fair, and community-focused, while continuing to build a workplace where all employees feel valued, supported, and able to contribute.

During the life of the previous DAIP 2020-2024 and the development stage of the new plan, SAPOL continued to implement actions and initiatives to support and include people with disability including:

- Alert SA app is promoted on SAPOL's website.
- Emergency Information includes links to services for hearing impaired.
- SAPOL strives to meet Level AA success criteria of the Web Content Accessibility Guidelines 2.0 specification.
- Screen readers - all pages have been developed with a clean distinction between code and design. This is so screen readers and other accessible browsers have the best possible chance to read the site properly.

Service

Integrity

Leadership

Collaboration

Courage

Respect



- SAPOL's external website has Recite Me installed which includes facilities including text to speech; translation, text styling and customisation, focus tools and reading aids to facilitation use and enhance accessibility.
- SAPOL continues to offer employees *InBody* as a screening tool to help develop a better understanding of potential risk factors to health. The tool provides an in-depth body composition report with an optional debrief.
- In conjunction with SAPOL's Reconditioning Program, SAPOL has established partnerships with health service providers. The Program provides some financial support and links employees to suitable allied health professionals for diagnosis and treatment of non-work-related injuries, achieving healthy weight or improved physical condition. The SAPOL extensive Preferred Health Service Provider's list supports the Reconditioning Program and has over 300 allied health professionals including physiotherapists, exercise physiologists, podiatrists, dieticians, nutritionists, sleep clinicians, sleep physicians and cardiologists.
- The provision of inclusive road safety sessions.
- Annual participation in the Law Enforcement Torch run.
- Support of Lifeblood Emergency Services Blood Drive.
- Support of DonateLife week.
- Development of Suicide Prevention Action Plan.
- Delivery of Disability awareness training.
- Delivery of Autism awareness training designed specifically for police.
- Delivery of Prescribed Interview training for vulnerable witnesses.
- External review of recruitment policies.
- Development of Mental Health Operations Support Unit.
- Development of Increase Inclusion of People with Disabilities in Neighbourhood Watch programs.

