



Disability Access and Inclusion Plan

SAPOL launched its Disability Access and Inclusion Plan (DAIP) 2020-2024 in October 2020 and continues to implement its actions. SAPOL has committed to greater involvement of people with disability in implementing the new plan.

The DAIP sets a clear direction for what SAPOL intends to do to further support and include people with disability over the four years of the plan. The 12 actions are aligned to four themes set out in the Inclusive SA: State Disability Inclusion Plan 2019-2023; Inclusive communities for all, leadership and collaboration, accessible communities, and learning and employment.

Inclusive communities for all

During 2022-23 SAPOL:

- Continued a review of on-line disability awareness training for all staff.
- Currently working to build SAPOL employee confidence and safeguard people with disability through increased engagement with people with disability, disability service providers and disability service sites including:
- SAPOLs Neighbourhood Watch program is maintaining a focus on engagement with priority groups including those with a disability.
- SAPOLs Public Engagement Unit engaged external market research in the key areas of Business Security and Residential Security portfolios. The research proactively included consultation with people with disability. The findings will inform a planned response to engagement.
- Partnered with Northern Adelaide Local Health Network (NALHN) to deliver the Co-Response program which has seen an improved response to mental health consumers who presented to Emergency Departments in Northern District. The program received the Minister's Award for Innovation at the NALHN Awards.
- Have contracted *Pop-Up Health* to provide nursing services in SAPOL custody facilities to ensure detainees' medical needs are appropriately managed during their time in custody.

Service

Integrity

Leadership

Collaboration

Courage

Respect



Accessible communities

During 2022-23 SAPOL:

- Conducted audits, in line with principles of universal design, of approximately 50% of sites to identify priorities for potential improvement.
- Continues to employ the Advanced Mobile Location Services, allowing SAPOL to identify the location of members of the public calling for assistance despite possible communication barriers.
- Continues to access and promote “What3words” to assist in locating Triple Zero callers.
- Utilises the National Relay Service (NRS) to connect and assist with communication for deaf and/or find it hard to hear or speak to people on the telephone. Training on the NRS function is delivered in the Communications Centre Course and the Call Centre course.
- Purchased Boardmaker licences to assist with the conversion of material into EasyRead.

Learning and employment

- SAPOL employees participated in the 2023 Push-Up Challenge and raised more than \$13 000 for the Push for Better Foundation with funds used to support charities who provide mental health services. The challenge provides an opportunity for employees to learn about mental health.
- SAPOLs Reconditioning Program provides 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 Program extended its services to included heart health, sleep disorders, pre and postpartum physiotherapy and dietary services in addition to physiotherapists, exercise physiologists, podiatrists, dieticians, nutritionists and other health professionals.
- SAPOLs Health and Wellbeing Officers Network was established to build employee resilience in the workplace through the promotion of healthy work and life habits. The Network receive training in Mental Health First Aid, Peer Support and Certificate 3 in Fitness and are available to all staff.

