



SOUTH AUSTRALIA POLICE
KEEPING SA SAFE



South Australia Police Disability Access and Inclusion Plan 2017-2020



Government
of South Australia



COMMISSIONER'S FOREWORD

SAPOL is committed to diversity in its recruitment and retention of employees and volunteers.

The *SAPOL Disability Access and Inclusion Plan (DAIP)* aligns with the values and direction of *SAPOL 2020* and builds on the achievements of the previous Disability Action Plan. The DAIP has been developed in consultation with employees, members of the community and disability organisations.

As a part of our commitment to diversity we will raise our level of disability awareness, ensure SAPOL is an inclusive workplace for employees with disability and ensure there is equality of access to policing services for everyone in the South Australian community. As a further part of demonstrating our commitment to diversity we will ensure that people with disability are engaged in the process of developing our policies, programs and service delivery.

It is up to all of us to ensure we deliver policing services in a respectful, professional and impartial manner and I encourage you to become familiar with the DAIP and to consider the requirements of people with disability in your workplace and in your service delivery role.

Grant Stevens
Commissioner
South Australia Police

THE SOUTH AUSTRALIAN GOVERNMENT'S COMMITMENT

The SAPOL DAIP aligns with the SA Government's commitment to improving participation of people with disability across a range of areas enabling them to enjoy the rights and opportunities provided to all citizens.

The DAIP provides a systematic approach for SAPOL to identify and address barriers to access and inclusion and develop strategies that meet the needs of people with disability. The plan is an active document that recognises community diversity and acknowledges the valuable contribution of everyone to the social and economic fabric of our community.

The DAIP aligns with the intent of the *United Nations Convention on the Rights of Persons with Disabilities* (UNCRPD) and the *National Disability Strategy 2010 – 2020* (NDS). The NDS outlines a 10-year national policy framework to drive improvement across mainstream policies, programs, services and infrastructure as well as the specialist disability service system.

The SA Government has endorsed the introduction of DAIPs across government in accordance with recommendation six of the report *Strong Voices: A Blueprint to Enhance Life and Claim the Rights of People with Disability in South Australia (2012-2020)*. Although the South Australian DAIP strategy has a specific focus on upholding the rights of people with disability, it fits into the broader social inclusion framework being promoted by the SA Government.

The principles of access and inclusion align with and underpin other current initiatives including the South Australian Disability Justice Plan, the National Disability Insurance Scheme and the National Carer Strategy.

DAIP key outcome areas align with those of the NDS, which were developed following extensive consultation with people with disability, their families and carers. Although aligned with the national strategy, policy directions specifically relate to the SA context and the SAPOL DAIP reflects the findings of a range of consultation processes with people with disability and SAPOL employees.

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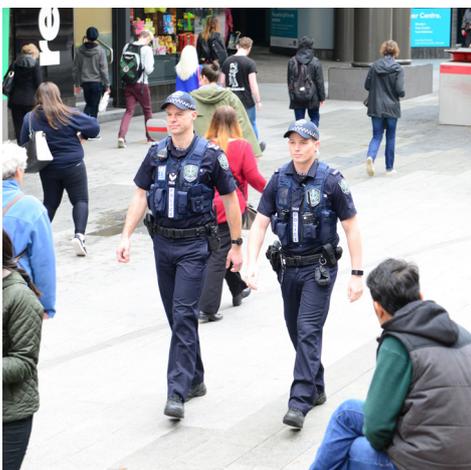


DISABILITY DISCRIMINATION

The definition of disability is broad and includes disability that presently exists, previously existed or may exist in the future and further includes total or partial loss of any bodily or mental function and the presence of disease or illness.

Under Commonwealth legislation (the *Disability Discrimination Act 1992*) and SA legislation (*Equal Opportunity Act 1984*) it is against the law to discriminate against someone based on their disability. Disability discrimination happens when people with disability are treated less fairly than people without disability and the person discriminating fails to make reasonable adjustments to rectify the situation. It also occurs when people are treated less fairly because they are relatives, friends, carers, co-workers or associates of a person with disability.

The *Disability Discrimination Act 1992* defines disability. This definition is reproduced in SAPOL General Order 8420, **Human resource management, Equity and diversity, Disability**. The definition of disability is broad and includes disability that presently exists, previously existed or may exist in the future and further includes total or partial loss of any bodily or mental function and the presence of disease or illness.



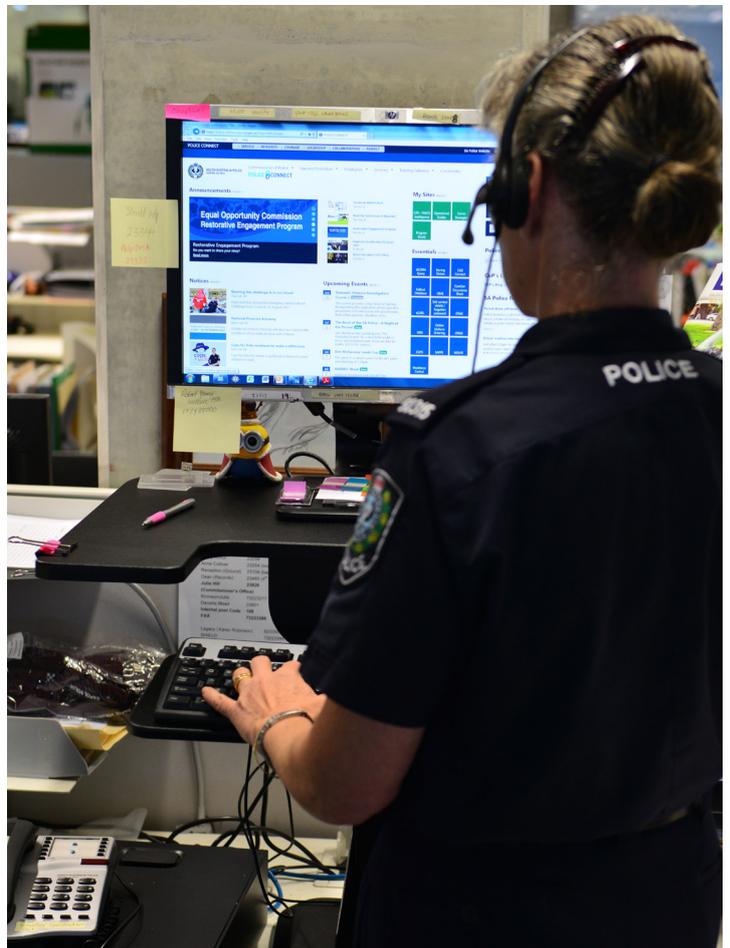
PEOPLE WITH DISABILITY LIVING IN SOUTH AUSTRALIA

The Australian Bureau of Statistics (ABS) *Survey of Disability, Ageing and Carers 2012* (SDAC) defines a person with disability as someone who has a functional limitation, restriction or impairment, which has or is likely to last, for at least six months and restricts everyday activities.

The SDAC figures indicate that in South Australia, more than one in five people (357,100 or 21.5 per cent) reported having a disability in 2012. Of these, nearly 90 per cent had a specific limitation or restriction that meant they were limited in the core activities of self-care, mobility or communication, or restricted in education or employment.

In 2012, there were 22,700 children aged less than 15 years with a disability (7.7 per cent of all children aged less than 15 years). Of these, 54.6 per cent had a profound or severe limitation in core activity areas and 10.6 per cent had a moderate or mild limitation in core activity areas.

ABS findings also indicate that there were 219,000 people providing informal assistance to people with disability (13.4 per cent of population). Of these, 56,000 people identified themselves as being primary carers (3.4 per cent of the population).



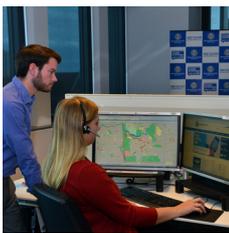
SAPOL 2020

SAPOL 2020 sets a benchmark for policing in South Australia and identifies as its key strategy that SAPOL will be accessible, innovative and efficient in the use of resources, and responsive in the delivery of front-line services regardless of the circumstances.

Commitment to this strategy drives SAPOL's business through the core programs of Public Safety, Crime and Criminal Justice Services, and Road Safety, with a focus on:

- Accepting personal responsibility for professionalism and leadership.
- Acting with integrity, honesty, fairness, and impartiality for public accountability.
- Collaborating and engaging for effective communication.
- Understanding and meeting community needs.
- Maintaining and inspiring public confidence.

This Disability Access and Inclusion Plan aligns with these SAPOL 2020 focus areas and underscores SAPOL's Values of Service, Integrity, Courage, Leadership, Collaboration and Respect.



The Disability Access and Inclusion Plan aligns with these SAPOL 2020 focus areas and underscores SAPOL's Values

SAPOL POLICY

SAPOL General Order 8420, **Human resource management, Equity and diversity, Disability** formalises accountability and the requirement to respond to the individual needs of people with disability. Overall accountability for implementation of the SAPOL DAIP rests with the Commissioner of Police with responsibility for specific actions assigned in an Annual Workplan.

REPORTING

An Annual Workplan, prepared and monitored by the Manager, Equity, Diversity and Volunteers Section, establishes the specific work to be undertaken each year against the DAIP. Progress and results are managed through annual reporting processes.

OUTCOMES

The SAPOL DAIP recognises the importance of SAPOL employees being well informed and workplaces as inclusive and accessible for both employees and those receiving a policing service.

The structure of the SAPOL DAIP aligns with the following outcomes as specified under the SA Government's DAIP Strategy.

1 Inclusive and Accessible Communities

People with disability live in accessible and well-designed communities with opportunity for full inclusion in social, economic, sporting and cultural life.

2 Economic Security and Employment

People with disability, their families and carers have economic security, enabling them to plan for the future and exercise choice and control over their lives.

3 Rights Protection, Justice and Legislation

People with disability have their rights upheld, promoted and protected.

4 Personal and Community Support

People with disability, their families and carers have access to a range of supports to assist them to live independently and actively engage in their communities.

5 Learning and Skills

People with disability achieve their full potential through their participation in an inclusive, high quality education system that is responsive to their needs. People with disability have opportunities to continue learning throughout their lives.

6 Health and Wellbeing

People with disability are supported to attain the highest possible health throughout their lives.



1 Inclusive and Accessible Communities

People with disability live in accessible and well-designed communities with opportunity for full inclusion in social, economic, sporting and cultural life.

Actions

1.1	SAPOL employees are more aware of and responsive to the experiences of people with disability.
1.1.1	Deliver updated online disability awareness training for all employees.
1.1.2	Deliver new face-to-face disability awareness training for all employees.
1.1.3	Continually improve disability awareness training programs.

2 Economic Security and Employment

People with disability, their families and carers have economic security, enabling them to plan for the future and exercise choice and control over their lives.

Actions

2.1	People with disability have equitable access to public sector employment with SAPOL.
2.1.1	Review policies and procedures to enhance public sector employment opportunities for people with disability.
2.1.2	Implement effective and achievable initiatives and strategies to support and encourage employment of people with disability.
2.2	SAPOL employees with disability have support to enable ongoing employment.
2.2.1	Survey employees to enable disability self-identification.
2.2.2	Survey employees with disability to identify examples of internal service excellence and areas for internal service improvement.
2.2.3	Review policies and procedures to improve support for continuity of employment for employees with disability.
2.2.4	Implement effective and achievable initiatives and strategies that support continuity of employment for employees with disability.
2.3	People with disability have access to engagement as a volunteer with SAPOL.
2.3.1	Review policies and procedures to enhance opportunities for people with disability to engage as volunteers.
2.3.2	Implement effective and achievable initiatives and strategies to support and enhance engagement by people with disability as volunteers.

3 Rights Protection, Justice and Legislation

People with disability have their rights upheld, promoted and protected.

Actions

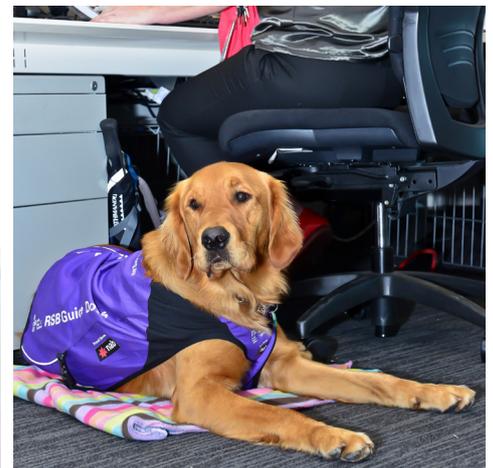
3.1	People with disability are provided with equitable service delivery and service access.
3.1.1	Review information from customer feedback mechanisms to identify examples of service excellence and areas for service improvement and improved access to services for people with disability.
3.1.2	Consult with the disability sector, relevant external agencies and internal functions to identify examples of service excellence and opportunities for service improvement and improved access to services for people with disability.
3.1.3	Implement effective and achievable initiatives and strategies to further service excellence and improve service delivery and access to services for people with disability.
3.1.4	Audit SAPOL facilities to ensure accessibility to people with disability.
3.1.5	Review SAPOL's Emergency Response Plans to ensure procedures are inclusive of the needs of people with disability.

4 Personal and Community Support

People with disability, their families and carers have access to a range of supports to assist them to live independently and actively engage in their communities.

Actions

4.1	Employees who are carers as defined by the Carers Recognition Act have SAPOL support in their role as a carer.
4.1.1	Review SAPOL's policies and procedures to reduce barriers and enhance support for carers.



5 Learning and Skills

People with disability achieve their full potential through their participation in an inclusive, high quality education system that is responsive to their needs. People with disability have opportunities to continue learning throughout their lives.

Actions

5.1 SAPOL employees with disability have access to learning and development that enhances employment.

5.1.1 Implement and enable engagement with learning and development opportunities by employees with disability.

6 Health and Wellbeing

People with disability are supported to attain the highest possible health throughout their lives.

Actions

6.1 SAPOL employees with disability have access to health, safety and welfare programs and resources that contribute to their health and wellbeing.

6.1.1 Review existing health, safety and welfare programs and resources to ensure accessibility to employees with disability.

6.1.2 Design and implement accessible programs and resources to enhance the wellbeing of employees with disability.

6.1.3 Review evacuation plans to ensure the needs of people with disability are included.



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