

South Australia Police

Disability Access and Inclusion Plan 2026-2030



SOUTH AUSTRALIA POLICE
SAFER COMMUNITIES



**Government of
South Australia**





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Commissioner's message



Grant Stevens APM LEM
Commissioner of Police
South Australia Police

South Australia Police (SAPOL) is committed to ensuring that our services, information, and facilities are accessible to all South Australians. Safe, resilient communities thrive when everyone can engage with policing services confidently and without barriers. Through strengthening our systems, developing our knowledge and engaging with the community, we continue to identify and eliminate barriers and champion accessibility and inclusion. Our role as a trusted policing service is enriched by the relationships we build with the people we serve—relationships grounded in fairness, understanding, and a readiness to adapt.

SAPOL's Disability Access and Inclusion Plan 2026–2030 sets clear priorities for improving accessibility, strengthening workforce representation, and leveraging technology to enhance communication and engagement. In supporting the State Disability Inclusion Plan 2025–2029 and aligning with SAPOL's 2030 Vision and Diversity and Inclusion Strategy, it outlines how we will continue to improve access to our policing services and build a workplace that genuinely welcomes and supports people with disability.

This plan sets out targeted actions to advance inclusion across SAPOL's operations and workforce. It provides a clear roadmap for embedding inclusive practices into everyday policing, decision-making and organisational culture. It also affirms our responsibility to protect and support the South Australian community, by promoting equitable access to justice and upholding the rights, of people with disability in their interactions with police, emergency services and justice systems.

By listening to lived experiences and working in partnership with the disability sector, we can deliver policing services that are inclusive, responsive, and community focused. We will monitor progress against this plan and report annually to ensure transparency and accountability.

Together, we can ensure SAPOL continues to deliver fair, respectful and accessible policing services that help build safer communities.

Our Vision

Accessibility and inclusion are essential to delivering high standards of policing services to every South Australian.

SAPOL's vision is to be a policing organisation where these principles are embedded in every aspect of our work—so every South Australian feels safe, respected, and supported.

SAPOL's Disability Access and Inclusion Plan 2026–2030 strengthens this vision and aligns with the State Disability Inclusion Plan through clear commitments to:

- Improving physical and digital accessibility across our facilities and services
- Ensuring inclusive communication and information sharing
- Promoting employment, training, and retention of people living with disability
- Providing reasonable workplace adjustments and fostering an inclusive culture
- Engaging people with lived experience of disability to inform service design and delivery
- Supporting safe, respectful and rights based interactions for people with disability who interact with policing and justice systems.

SAPOL is focussed on creating an environment where everyone can access and engage with SAPOL services confidently and without barriers. Through embedding inclusive practices across our operations, policing practices, facilities, and workforce, we aim to ensure that people with disability experience equitable, respectful, and meaningful interactions at every point of contact. This approach supports a policing environment that is welcoming, responsive, and reflective of the diverse needs of South Australians.

This vision reflects the South Australian Government's commitment to a fairer, more inclusive state, as outlined in the State Disability Inclusion Plan 2025–2029, which envisions a South Australia where no one is left behind.



Acknowledgement of Country

South Australia Police acknowledges and respects Aboriginal peoples as the state's first people and recognises Aboriginal peoples as the traditional owners and custodians of land and waters in South Australia.

We acknowledge the deep feelings of attachment and relationship of Aboriginal people to country.

In this document, the term First Nations inclusively refers to both Aboriginal and Torres Strait Islander peoples of Australia, while acknowledging that the first people of South Australia are Aboriginal people.



WALDYA WARNA-BINI NGAMANA
– Eagle coming from the Sea.

Sergeant Danielle James,
Nauo Traditional Owner.

Acknowledgement of lived experience

SAPOL acknowledges and values the lived experiences of individuals, families, and organisations who have contributed to shaping our Disability Access and Inclusion Plan.

They include:

- People with lived experience of disability, including those who have interacted with policing and justice systems, for sharing insights that inform meaningful actions.
- Carers and families for perspectives on accessibility and inclusion in everyday interactions with SAPOL.
- Disability organisations and service providers for the detail in their submissions.
- SAPOL workforce for ideas and feedback to embed inclusion across operations and the organisation.
- Government partners, including the Department of Human Services, for aligning with the State Disability Inclusion Plan.

Your contributions have been essential in developing this plan and in shaping actions that remove barriers and support a safer, more inclusive South Australia.





ENFORCEMENT
MARCH RUN
SPECIAL OLYMPICS
SOUTH AUSTRALIA

Facilities
First
Special
Olympics
South Australia

About us

SAPOL operates 24/7 from over 130 locations across metropolitan, regional, and remote South Australia. Our services include crime prevention, public order maintenance, and emergency response.

Our workforce of 6,000+ people supports communities across South Australia and reflects the diversity of South Australians. It includes police officers, community constables, police security officers, administrative and professional staff, and volunteers working in roles from frontline policing and emergency coordination to forensics, intelligence, call centres, and crime and community engagement. These roles often involve high-pressure, emotionally demanding environments that require professionalism, empathy, and resilience. These interactions may occur in crisis situations or involve people experiencing disability, trauma or social disadvantage, reinforcing the importance of accessible, trauma informed and inclusive policing responses.

We are committed to providing inclusive, accessible services, and building community trust. Ensuring people with disability can access SAPOL services, engage safely, and participate in our workforce, supports equitable outcomes across the community. We continue to improve physical, digital, and communication accessibility to reduce barriers and support equitable participation across our services and workplaces.

These commitments and considerations inform the development of SAPOL's Disability Access and Inclusion Plan 2026–2030, supporting safer, more inclusive communities across South Australia.

Achievements

SAPOL has delivered key initiatives over the past few years to advance disability access and inclusion across both our organisation and within the community.

Key achievements include the following areas of progress:

Workforce development and initiatives

- Embedded mandatory Disability Awareness and Mental Health Training in onboarding.
- Delivered Autism Awareness Training to front-line staff in partnership with Autism Spectrum Australia.
- Provision of reasonable workplace adjustments, flexible work arrangements, and tailored career development opportunities to support retention and progression

Community engagement

- Launched inclusive Neighbourhood Watch initiatives.
- Delivered inclusive and tailored road safety education, supported by specialised staff training and accessible learning resources.
- Delivered cyber safety sessions and presentations on the role of police to schools across South Australia.
- Conducted scam prevention sessions for people accessing disability services to improve safety and financial security.

Digital accessibility

- Completed accessibility reviews of SAPOL's public facing online platforms.
- Implemented improvements to online platforms and public-facing materials to improve digital accessibility.

Leadership and collaboration

- Progressed actions to strengthen partnerships and collaboration with the disability sector.

Understanding disability and intersectionality

Defining disability

The Disability Inclusion Act 2018 (SA) defines disability as

“In relation to a person, includes long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person’s full and effective participation in society on an equal basis with others”.

Disability includes a broad range of lived experiences across all ages, backgrounds and communities. It may be visible or invisible, permanent, temporary or episodic, and can include physical, sensory, intellectual, cognitive, psychosocial and neurological disability, as well as chronic health conditions and neurodivergence. Recognising this diversity is essential to designing inclusive systems and services that respond effectively to individual and community needs.

Consistent with the *Disability Discrimination Act 1992 (Cth)*, disability is understood broadly and is not limited by diagnosis, visibility or severity. The interaction between people and physical, social, attitudinal and systemic barriers can affect access, participation and inclusion.

This DAIP is informed by a social and human rights based understanding of disability. SAPOL adopts a strengths based, person centred approach that recognises the rights, capabilities and contributions of people with disability, and focuses on reducing barriers across services, systems, environments and workplaces to support access, safety and inclusion for all South Australians.

Understanding intersectionality

Disability may intersect with a range of personal, cultural and social factors. Intersectionality recognises that aspects such as First Nations identity, cultural background, age, gender, sexuality, socioeconomic status and geographic location can intersect, compounding barriers and shaping how people access and experience policing services.

Applying an intersectional lens supports the design and delivery of policing services that are inclusive, culturally safe, trauma informed, and responsive to diverse needs. This approach aligns with the State Disability Inclusion Plan 2025–2029 and supports SAPOL's obligations under the Disability Inclusion Act 2018 (SA).

SAPOL acknowledges that some people with disability experience disproportionate interaction with policing due to intersecting factors. Understanding disability and intersectionality supports SAPOL to meet its legislative obligations and to deliver policing services that are accessible, equitable and effective, strengthening safety and trust for people with disability across the South Australian community.

SAPOL's strategic context

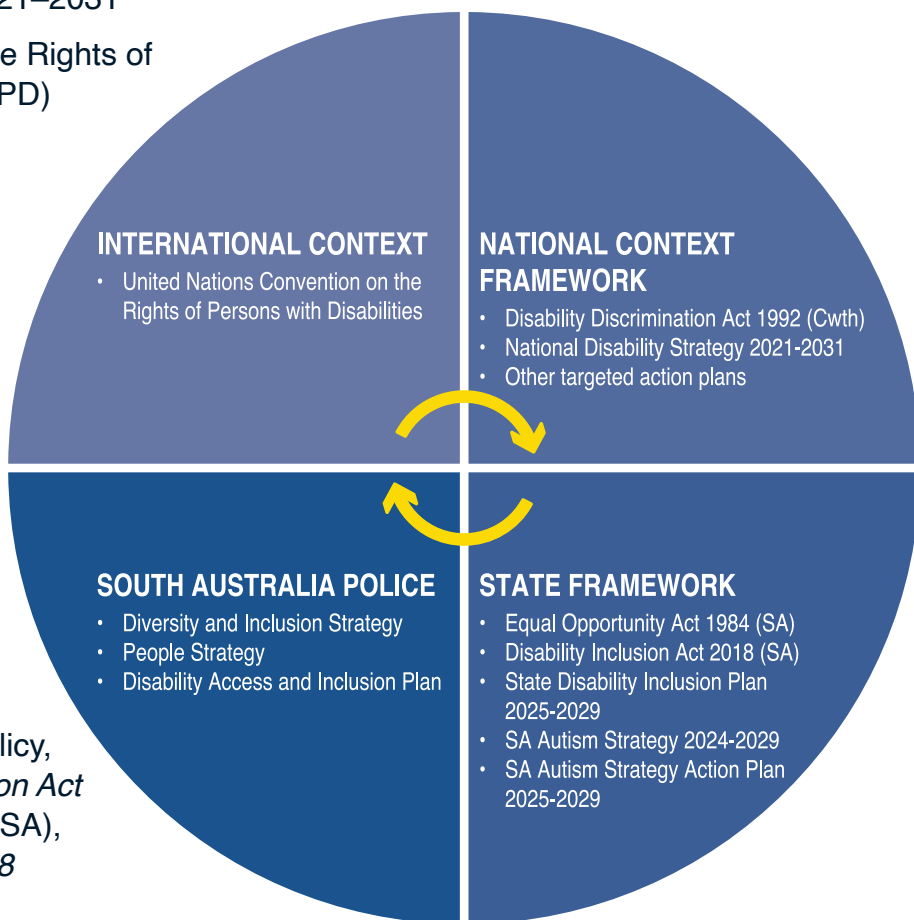
Our strategic goals for disability access and inclusion align with both SAPOL's organisational priorities and the whole-of-government approach outlined in key frameworks:

- *Disability Discrimination Act 1992*
- *Equal Opportunity Act 1984 (SA)*
- *Disability Inclusion Act 2018 (SA)*
- State Disability Inclusion Plan 2025–2029
- Australia's Disability Strategy 2021–2031
- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)
- SA Autism Strategy 2024–2029.

These frameworks guide our commitment to upholding the rights of people living with disability, including neurodivergent people, and embedding inclusive practices across service delivery and organisational culture.

The UNCRPD establishes international human rights principles for fair and equitable treatment of people with disability. In Australia, these principles are reflected through legislation and policy, including the *Disability Discrimination Act 1992*, *Equal Opportunity Act 1984 (SA)*, and the *Disability Inclusion Act 2018 (SA)*.

Our DAIP has been developed in accordance with the Disability Inclusion Act and is strategically aligned with the State Disability Inclusion Plan 2025–2029, supporting South Australia's commitment to the National Disability Strategy 2021–2031.





Disability Access and Inclusion Plan development

Consultation

SAPOL developed its Disability Access and Inclusion Plan 2026–2030 through a two-phase consultation process involving staff, community members, and disability organisations and service providers.

Phase One focused on gathering insights and ideas through internal engagement, a public YourSAy survey, and direct outreach to disability organisations and service providers. Participants shared experiences and recommendations that shaped the plan's actions.

Phase Two sought feedback on the draft plan via YourSAy and targeted communication to ensure inclusive participation. Feedback supported the overall direction of the plan and informed minor wording changes and additional actions to strengthen clarity and inclusivity. Feedback highlighted opportunities to strengthen the visibility of priority cohorts, frontline practice guidance and outcome focused measures, which are reflected in this Plan.

This process ensured the voices and lived experiences of people living with disability were central to the development of the plan and its actions.

Relationship to other policies, strategies, and frameworks

SAPOL's DAIP is embedded within our broader strategic frameworks to ensure accessibility and inclusion are part of everything we do, rather than standalone initiatives. This integration reinforces our commitment to delivering equitable, high-quality, and community-focused policing.

The plan supports SAPOL's Vision 2030, which sets the direction for a modern, trusted, and responsive police service with diversity and inclusion as key enablers.

It aligns with the People Strategy, which prioritises building an inclusive workforce and fostering a culture of belonging, and the Diversity and Inclusion Strategy, which provides the foundation for inclusive leadership, workforce diversity, and cultural safety. The DAIP also complements the Suicide Prevention Action Plan 2025–2028, promoting wellbeing and psychological safety.

Together, these frameworks ensure disability access and inclusion are embedded in SAPOL's policies, procedures, and planning, supporting a workforce and service culture that is inclusive, representative, and responsive to the needs of all South Australians.

Implementing our DAIP

SAPOL will deliver its DAIP through an organisational wide commitment ensuring accessibility and inclusion are embedded in everything we do.



ACCOUNTABILITY

Led by SAPOL's Diversity and Inclusion team, with shared responsibility across services and business units to ensure actions are embedded into everyday practice.



EMBEDDING INCLUSION

Inclusive principles will guide recruitment, onboarding, training, and will be service delivery, and supported by resources for managers and staff.



COMMUNICATION

The DAIP will be published on SAPOL's website and intranet in accessible formats and promoted through internal channels, social media, and community engagement.



ENGAGEMENT

People with disability, carers, and advocacy groups will be consulted through forums, surveys, and co-design workshops to ensure lived experience shapes outcomes and service delivery.



MONITORING AND REPORTING

Progress will be reviewed annually with updates shared internally and externally.



AWARENESS

We will build awareness and provide support through internal channels and social media updates, highlighting initiatives that reinforce SAPOL's commitment.

State Disability Inclusion Plan 2025–2029

Domains and Priority areas

Our DAIP is structured around the domains identified in the State Plan.

The priority areas on the next page are displayed **bold** to indicate the priority areas we have identified for SAPOL action, in line with the roles and function of our department. Where actions have not been identified for SAPOL under the priority areas, we will continue to support whole-of-government initiatives in these areas, where relevant.

DOMAIN 1

Inclusive environments and communities

Priority Areas:

1. **Active participation**
2. **Inclusive communities and attitudes**
3. **Universal design**
4. Accessible facilities
5. **Communications and information**
6. Transportation
7. **Collaboration, consultation and innovation**
8. Housing

DOMAIN 2

Inclusive education and employment

Priority Areas:

1. Targeted knowledge, understanding and support
2. Support and resources for children and young people
3. **Targeted transitional supports**
4. **Access to employment opportunities**
5. **Inclusive working environments**
6. **Data and reporting**

DOMAIN 3

Personal and community support

Priority Areas:

1. **Accessibility**
2. Advocacy and supports
3. **Information sharing**
4. Family and carer support
5. Programs

DOMAIN 4

Health and wellbeing

Priority Areas:

1. Inclusive infrastructure
2. Targeted knowledge, understanding and support
3. Supports and interventions

DOMAIN 5

Safety, justice and rights

Priority Areas:

1. Targeted knowledge, understanding and support
2. Responding to emergencies
3. **Support and navigating the justice system**
4. **Consultation and collaboration**
5. **Safeguarding**

DAIP actions

Outcome Statement:

A South Australia where all people with disability can participate as equal citizens and feel connected to their communities

Objective:

To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities.

Priority Area 1: Active participation

Outcome: People with disability are active participants in accessible and inclusive communities.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
1	1.1 Develop and implement an internal checklist based on the Accessible and Inclusive Community Events toolkit for all events with more than 50 attendees.	1.1.2	The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and inclusive community events toolkit.	December 2026	Governance and Capability Service
	1.2 Ensure all events with 50 or more attendees implement best practice event management principles.			Ongoing	

Priority Area 2: Inclusive communities and attitudes

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
2	2.1	Review and update as necessary on-line disability awareness training.	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.	December 2026	People, Culture and Wellbeing Service
	2.2	Deliver on-line disability awareness training to all staff and volunteers across SAPOL within employees' Training Gateway individual learning plan.		Ongoing	
3	3.1	Establish a calendar of events for promotion of disability awareness significant dates (including carers).		December 2026	
	3.2	Promote key identified events through appropriate communication channels.	Ongoing		

Priority Area 2: Inclusive communities and attitudes

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
4	4.1 Engage with First Nations peoples living with disability, Aboriginal Community Controlled Organisations (ACCOs), and services supporting them when reviewing SAPOL's cultural capability training and reflect relevant findings in any training revisions.	1.2.3	The number of actions embedded in our DAIP working towards Closing the Gap targets.	Ongoing	People, Culture and Wellbeing Service
	4.2 Engage with ACCOs and First Nations people with lived experience to support culturally safe policing practices.		Evidence of engagement with First Nations people.		

Priority Area 3: Universal Design

Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
5	5.1 Apply the principles of Universal Design to audit sites undergoing upgrade works. Identify non-compliant issues and schedule for correction in accordance with risk prioritisation.	1.3.2	The number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, signage and widening doors, and the number of new developments that incorporate Universal Design.	December 2026	Business Services
	5.2 Identify and audit at-risk sites due to age or compliance concerns to ensure universal public access.				
6	Apply the principles of Universal Design to all new builds and major redevelopment works.				

Priority Area 5: Communications and information

Outcome: People with disability can find the information they need in the format(s) they need it in.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
7	7.1 Identify key public facing documents to be translated into Easy Read format.	1.5.1	The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard (or above), Auslan translations and Easy Reads.	December 2027	Government and Capability Service
	7.2 Develop Easy Read versions of identified documents.				
	7.3 Investigate options to improve communication accessibility for people with disability from culturally and linguistically diverse backgrounds.		Review of communication accessibility options for people with disability from culturally and linguistically diverse backgrounds is completed.	December 2027	People Culture and Wellbeing Service Government and Capability Service

Priority Area 5: Communications and information

Outcome: People with disability can find the information they need in the format(s) they need it in.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
8	Utilise SAPOL social media platforms to amplify emergency management information sharing such as 30 Days 30 Ways.	1.5.2	The number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, hospital emergencies, crisis services, bushfires, or floods, where timely communication support is essential.	December 2027	Security and Emergency Management Service

Priority Area 7: Collaboration, consultation and innovation

Outcome: People with disability are actively involved in government decisions that affect their lives.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
9	Review and enhance media strategy for Police and Community Engagement Forums to ensure it is inclusive of people with disability, their families and carers, disability service providers including ACCOs.	1.7.1	The number of public consultations that included and sought input from people with disability, including engagement with ACCOs.	December 2026	Government and Capability Service
10	Establish Disability Service Advisory Network.		Establishment of a Disability Service Advisory Network.	December 2027	People Culture and Wellbeing Service
11	11.1 Draft a statement for inclusion on advertisements seeking membership on SAPOL working groups or committees – encouraging people with disability, (including parents and carers of people with disability) to apply.	1.7.2	The number of people with disability (including parents and carers) serving on committees and working groups.	December 2026	People, Culture and Wellbeing Service
	11.2 Circulate statement across the organisation, promoting its use for SAPOL working groups or Committees.				

Outcome Statement:

A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security

Objective:

To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

Priority Area 3: Targeted transitional supports

Outcome: People with disability have supportive environments to learn, grow, and transition throughout their life.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
12	Review and enhance SAPOL Achievemore Volunteer Opportunities webpage to ensure it is inclusive and encouraging people with disabilities people to apply for volunteer roles, where appropriate.	2.3.5	The number of initiatives taken to encourage people with disability to volunteer.	December 2026	People, Culture and Wellbeing Service

Priority Area 4: Access to employment opportunities

Outcome: People with disability have opportunities to achieve, develop and succeed in their chosen fields.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
13	Ensure recruitment for Public Sector Act roles processes from application to interview are inclusive by using and promoting the SA Public Sector Employment Toolkit.	2.4.3	The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.	December 2026	People, Culture and Wellbeing Service
14	Review recruitment processes and criteria for Police Officer and Police Security Officer roles to identify where reasonable adjustments may be considered that are appropriate for the nature of the role.			December 2028	People, Culture and Wellbeing Service

Priority Area 5: Inclusive working environments

Outcome: People with disability have access to supportive places to earn.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
15	15.1 Ensure recruitment for Public Sector Act roles processes from application to interview are inclusive by using and promoting the SA Public Sector Employment Toolkit.	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. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.	December 2026	People, Culture and Wellbeing Service
	15.2 Encourage and upskill SAPOL employees on the effective use of workplace adjustments.				
16	Develop and promote health and wellbeing initiatives that support employees with disability to thrive in the workplace.			December 2027	People, Culture and Wellbeing Service

Priority Area 6: Data and reporting

Outcome: People with disability benefit from state authorities working to improve disability data at both state and national levels.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
17	Promote SAPOL employees to update their Equal Opportunity Details on HR21 to strengthen organisational diversity data.	2.6.2	Development and implementation of data collection and reporting systems.	December 2029	People, Culture and Wellbeing Service

Outcome Statement:

A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs

Objective:

To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

Priority Area 1: Accessibility

Outcome: People with disability can easily access community supports and services.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
18	Review and improve access to SAPOL services for people with disability including prevention supports, with attention to crisis situations and seeking police assistance by; <ul style="list-style-type: none"> • Strengthening community engagement (metro, regional, and remote) • Increasing accessibility to information • Building partnerships with disability service organisations • Collaborate with disability and care providers to strengthen approaches. 	3.1.1	The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.	December 2029	Organisation wide

Priority Area 1: Accessibility

Outcome: People with disability can easily access community supports and services.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
19	Establish a Disability Engagement Officer Role within each District and Region to support local referral pathways and community engagement.	3.1.1	Implementation of Disability Engagement Officers.	December 2029	Governance and Capability Service

Priority Area 3: Information sharing

Outcome: People with disability receive more coordinated and effective support when services work together and share information.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
20	Participate in Inclusive SA Community of Practice meetings and with external disability service providers to strengthen shared learning about disability and crisis response.	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.	December 2029	People, Culture and Wellbeing Service
21	Maintain strategic level liaison with relevant agencies including SAAS, Mental Health Services and the Royal Flying Doctor Service in relation to mental health issues.			December 2029	Metropolitan Operation Services

Outcome Statement:

A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law

Objective:

To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

Priority Area 1: Targeted knowledge, understanding and support

Outcome: People with disability are understood, supported, and have their rights upheld, including within the justice system.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
22	Enhance existing SAPOL disability awareness training by embedding trauma-informed practice principles and practical guidance for supporting people with disability in policing and justice contexts.	5.1.1	Proportion of emergency responders and staff in out-of-home care, youth detention and correctional settings, equipped with the knowledge, skills and trauma informed principles to confidently support people with all types of disability.	December 2029	People, Culture and Wellbeing Service
23	Investigate options for the development and implementation of police communication tools to support effective, accessible communication with people with disability across policing and justice contexts.				

Priority Area 1: Targeted knowledge, understanding and support

Outcome: People with disability are understood, supported, and have their rights upheld, including within the justice system.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
24	Provide disability training and resources to SAPOL staff involved in justice processes to build disability confidence and ensure positive, respectful engagement with people with disability.	5.1.2	Justice and legal workers are disability confident and respond positively to people with disability.	December 2029	People, Culture and Wellbeing Service

Priority Area 2: Responding to emergencies

Outcome: People with disability are kept safe during emergencies, with their needs planned for and prioritised.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
25	25.1 Identify and implement additional communication tools to support people with disability, including non-verbal individuals, children and young people with disability, on SAPOL-issued mobility devices.	5.2.1	The number of emergency-response resources and systems developed for people with disability.	December 2028	Security and Emergency Management Service
	25.2 Develop and integrate an accompanying SAPOL online training package to ensure operational members can confidently use these tools.				

Priority Area 3: Support and navigating the justice system

Outcome: People with disability receive the right supports for them when navigating the justice system.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
26	26.1 Continue providing specialist training to qualify SAPOL members as prescribed interviewers and strengthen referral pathways and procedural safeguards to support vulnerable witnesses and ensure their voices are heard.	5.3.1	Total number of trauma-informed services to identify and support people with disability in the justice system, including access to legal representation.	December 2029	Crime Service
	26.2 Review training content to remain evidence-based and aligned with best practice.				

Priority Area 4: Consultation and collaboration

Outcome: People with disability are involved in the design and delivery of policies, programs and laws.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
27	27.1 Engage people with disability who have lived experience of the justice system in the co-design and review of relevant SAPOL policies, programs, and procedures.	5.4.1	Total number of policies, programs and laws that have been informed by people with disability, who have lived experience of the justice system.	December 2027	People, Culture and Wellbeing Service
	27.2 Where possible, involve people with lived experience of disability in the design, delivery and review of services, policies and programs.				

Priority Area 5: Safeguarding

Outcome: People with disability can access effective, inclusive and responsive safeguarding supports and services.

No.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY
28	<p>Maintain and strengthen collaboration with the Adult Safeguarding Unit (ASU) to support the Ageing and Adult Safeguarding Act 1995 by:</p> <ul style="list-style-type: none"> • Monitoring and review of the Memorandum of Administrative Arrangement • Working together to protect vulnerable adults. 	5.5.3	Total number and type of authorised restrictive practices.	December 2028	Crime Services

Glossary

Accessibility

Designing environments, services, and information so people with disability can use them equally. Example: Providing wheelchair access and screen-reader compatible websites.

Autism

Autism is a neurological developmental difference that impacts the way an Autistic person sees, experiences, understands and responds to the world. Every person's lived experience of Autism is different.

Carer

A person who provides unpaid care and support to a family member or friend living with disability, illness, or age-related needs.

Co-design

A design process where community members are treated as equal collaborators to design products, services, systems, policies, laws, and research, informed by each other's expertise.

Diversity

Any dimension that can be used to differentiate groups and people from one another. It empowers people by respecting and appreciating what makes them different.

Disability

As defined by the Disability Discrimination Act 1992 (Cth), disability includes physical, intellectual, psychiatric, sensory, neurological, and learning disabilities, as well as the presence of disease-causing organisms.

Inclusion

The intentional, ongoing effort to ensure that all people can fully participate in all aspects of life.

Intersectionality

How different aspects of a person's identity, such as their gender, ethnicity, class, age, sexuality, ability, can interact and compound barriers to access, participation and inclusion.

Lived Experience

First-hand knowledge and understanding gained through personal experience of living with disability.

Neurodivergence

A term describing people whose brain-based differences diverge from the dominant social norm (neurotypical), including autism and other neurodevelopmental variations.

Neurodiversity

The natural variation in how human brains develop, process information, and interpret the world.

Reasonable Adjustment

Changes or modifications to a workplace, service, or process that enable a person with disability to participate fully without causing unjustifiable hardship. Example: Providing assistive technology or flexible work hours.

Sensory

The senses of touch, smell, taste, hearing and sight, as well as balance, sense of body in space and internal body awareness. In the context of autism, it can refer to the way an Autistic person processes information from their senses differently - some may have a range of sensory sensitivities, while others may seek out sensory experiences.

Trauma-Informed Practice

An approach that recognises the impact of trauma and seeks to avoid re-traumatisation by prioritising safety, choice, and empowerment in interactions and service delivery.

Universal Design

The design of buildings, products, services and/or environments to make them accessible and inclusive for people, regardless of age, disability and/or neurodivergence or other factors. It is a design process that addresses common barriers to participation.



Contact details

The **South Australia Police Disability Access and Inclusion Plan 2026-2029** and **APPENDIX A – South Australia Police Autism Strategy Action Plan Commitments 2026-2030** are available on the South Australia Police (SAPOL) website at www.police.sa.gov.au in full and HTML formats.

If you require a copy in an alternative format or you wish to connect with SAPOL for any other reasons regarding this plan, please contact the SAPOL Diversity and Inclusion Branch via sapol.diversityandinclusion@police.sa.gov.au