# SAPOL Disability Access and Inclusion Plan 2020-2024

**Draft plan**

**For Public Consultation**

SAPOL undertook extensive consultation in the development of this plan (see the two page summary at the end of this draft).

While the final version of our plan will include introductory remarks and other information, this draft plan provides information on the proposed *actions* to be implemented over the next four years. *Actions* are aligned with proposed *measurements*. *Responsibility* and *timeframes* are to be confirmed and are therefore not included.

You are invited to provide feedback on the proposed actions in this draft plan by filling in the online form. A link to this form can be found here.

**Feedback on the draft plan will be open from 30 July 2020 through to and including 18 August 2020.**

The SAPOL Disability Access and Inclusion Plan 2020-2024 is aligned with **Inclusive SA: State Disability Inclusion Plan 2019–2023**. There are four themes and 12 priorities in the Inclusive SA: State Disability Inclusion Plan. SAPOL is proposing 12 Actions centred on these **themes and priorities**.

The Disability Inclusion Act (2018) SA establishes a set of **Objects and Principles** in which are highlighted the specific needs of **priority groups** – women with disability, children with disability, Aboriginal and Torres Strait Islander people with disability, and people from culturally and linguistically diverse backgrounds with disability.

The SAPOL Disability Access and Inclusion Plan gives effect to the Objects and Principles of the Act by aligning with the structure of Inclusive SA, responding to the feedback and submissions received from the South Australian Community during the development of the plan, and by ensuring people with disability have an ongoing voice in the development and delivery of SAPOL services.

Wherever action is to be undertaken flowing from this Disability Access and Inclusion Plan, it is expected to take into consideration the Objects and Principles of the Act.

*Throughout the draft plan reference is made to the Service Development Advisory Group; this group is to be established under Action 4. The word ‘describe’ also appears in brackets at the end of a number of Measurements; this refers to the need to describe the Measurement, not just respond that it has been done.*

### Theme: Inclusive communities for all

***State Disability Inclusion Plan statement:* Social inclusion is a priority for people living with disability as it affects all aspects of their lives. It is our aim that the contributions and rights of people living with disability are valued and understood by all South Australians and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.**

Priority 1: Involvement in the community

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

SAPOL embraces the *State Disability Inclusion Plan* priorities*.*

Key focus areas for SAPOL:

*Rights of people with disability are understood, promoted, upheld and protected*

*People with disability are supported to advocate for their rights*

*People with disability are protected and safeguarded*

*Opportunities for engagement with people with disability are embraced*

**Action 1: Enhance SAPOL employee and volunteer** **disability learning**
Objective: Review and enhance disability awareness and other training to ensure, where appropriate, it includes current information on disability, engages the learner to raise awareness, build confidence and grow in competence, is inclusive of people with disability as learners, reinforces the rights of people with disability and their carers, and, where feasible, involves people with disability and disability service providers in development and delivery.

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| *Actions* | *Measurement* |
| 1a Review and enhance online disability awareness training | Training reviewed and enhancedNumber of employees undertaking enhanced trainingNumber of volunteers undertaking enhanced training |
| 1b Review cadet, specialist and in-service training modules to enhance disability awareness content | Modules reviewed and enhanced (describe)Number of employees undertaking enhanced training |
| 1c Involve people with disability and disability service providers in online, cadet, specialist and in-service training development and, where feasible, delivery (involve the Disability Service Development Advisory Group and SAPOL Volunteers) | Training programs developed or delivered involving people with disability or service providers (describe) |
| 1d Develop and deliver face-to-face field level training for operational police officers involving people with disability and disability service providers (involve the Disability Service Development Advisory Group) | Training programs developed or delivered involving people with disability or service providers (describe) |
| Qualitative evaluation | Impact on employee understanding, confidence and ability in engaging with and providing services for people with disabilityImpact on people with disability |

**Action 2: Build SAPOL employee confidence to protect and safeguard people with disability**Objective: Cultivate relationships and networks between local police and people with disability, disability service providers and disability service sites (accommodation, employment, recreation) to improve understanding and awareness, build confidence and establish information flow that safeguards people with disability, and supports prevention and investigation of crime.

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| *Actions* | *Measurement* |
| 2a Engage with people with disability, disability service providers and disability service sites (include priority groups) (involve the Disability Service Development Advisory Group) | Number of relationships and networks established (describe) |
| Qualitative evaluation | Impact on employee understanding, confidence and ability in engaging with and providing services for people with disabilityImpact on people with disabilityImpact on flow of information that safeguards people with disability, and supports prevention and investigation of crime |

**Action 3: Involve people with disability in SAPOL community engagement activities**
Objective: Examine existing community based programs and activities such as Road Safety, Blue Light, Neighbourhood Watch, Police Band, Law Enforcement Torch Run, crime prevention, school and local programs to increase involvement of people with disability and explore other opportunities for police engagement with people with disability.

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| *Actions* | *Measurement* |
| 3a Work with existing corporate programs to include people with disability (include priority groups) (involve the Disability Service Development Advisory Group) | Number of existing programs that involve people with disability (describe) |
| 3b Generate new and enhance local level programs and activities to involve people with disability (include priority groups) (involve the Disability Service Development Advisory Group) | New and enhanced programs generated (describe)Number of new and existing programs and activities that involve people with disability  |
| Qualitative evaluation | Impact on employee understanding, confidence and ability in engaging with and providing services for people with disabilityImpact on people with disability |

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### Theme: Leadership and collaboration

***State Disability Inclusion Plan Statement:* People living with disability want to have a greater role in leading and contributing to government and community decision-making. It is our aim that the perspectives of people living with disability are actively sought and that they are supported to participate meaningfully in government and community consultation and engagement activities.**

Priority 4: Participation in decision-making

Priority 5: Leadership and raising profile

Priority 6: Engagement and consultation

SAPOL embraces the *State Disability Inclusion Plan* priorities*.*

Key focus areas for SAPOL:

*Consultation with people with disability is undertaken*

*Contribution by people with disability occurs in development of service delivery*

**Action 4: Establish a SAPOL Disability Service Development Advisory Group**
Objective: Engage people living with disability, carers and disability service providers through establishment of a SAPOL Disability Service Development Advisory Group to enable SAPOL to hear feedback on service delivery issues impacting people living with disability and to generate, where feasible, involvement in collaborative change activity and outcomes of the Disability Access and Inclusion Plan. (The group would feed into the SAPOL Diversity and Inclusion Advisory Group, SAPOL’s existing strategic level diversity and inclusion forum that provides advice to executive; this group includes representation from the disability sector).

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| *Actions* | *Measurement* |
| 4a Establish the Disability Service Development Advisory Group (include priority groups) | Group established (describe) |
| 4b Schedule and hold meetings  | Diversity of people with disability involved in group (describe)Activities and outcomes influenced (describe) |
| Qualitative evaluation | Impact on employee understanding, confidence and ability in engaging with and providing services for people with disabilityImpact on people with disability |

**Action 5: Establish a SAPOL Disability Engagement Forum**
Objective: Engage and consult with people with disability, their families and carers on a regular basis providing them with information and opportunity to ask questions and enabling them to provide input and feedback relating to service delivery and other issues. (SAPOL already conducts PACE (Police and Community Engagement) Forums; a Disability Engagement Forum may be set within the PACE Forum structure. Information obtained would be actioned locally and/or directed to the Disability Service Development Advisory Group.)

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| *Actions* | *Measurement* |
| 5a Develop Disability Engagement Forum (involve the Disability Service Development Advisory Group) | Forum developed (describe) |
| 5b Schedule and hold forums (include priority groups)  | Number of forums held (describe)Number of people (including priority groups) attending and/or participating Percentage of people (including priority groups) attending and/or participating who were involved in providing input |
| Qualitative evaluation | Impact on employee understanding, confidence and ability in engaging with and providing services for people with disabilityImpact on people with disability |

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### Theme: Accessible communities

**State Disability Inclusion Plan Statement: The accessibility of the built environment, quality services and information is key to ensuring people living with disability are included and have the opportunity to equally participate in all aspects of community life. It is our aim to increase accessibility to public and community infrastructure, transport, services, information, sport and recreation and the greater community.**

Priority 7: Universal Design across South Australia

Priority 8: Accessible and available information

Priority 9: Access to services

SAPOL embraces the *State Disability Inclusion Plan* priorities

Key focus areas for SAPOL:

*Facilities, services and information are accessible to and inclusive of people with disability*

*Avenues of communication are provided for people with disability*

**Action 6: Apply Universal Design principles to SAPOL’s sites, buildings and facilities.**
Objective: Apply the principles of universal design to all new builds and major redevelopment works, and plan and conduct audits of existing sites, buildings and facilities to identify opportunities for improvement and from those audits, prioritise, schedule and implement improvements.

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| *Actions* | *Measurement* |
| 6a Review policies and procedures to ensure the principles of Universal Design are incorporated into all new builds and major redevelopment works | Policies and procedures are reviewed and updated |
| 6b Develop a plan to audit existing sites, buildings and facilities in line with principles of Universal Design (involve the Disability Service Development Advisory Group) | Audit Plan developed |
| 6c Conduct audits in line with the Audit Plan | Audits conducted in line with the Audit Plan |
| 6d From the Audit, prioritise, schedule and implement improvements within available resources | Number of improvements made in line with the schedule (describe)  |
| Qualitative evaluation | Impact on people with disability |

**Action 7: Provide accessible and available information on SAPOL’s websites.**Objective: Ensure SAPOL’s digital assets are accessible and available to as wide an audience as possible.

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| *Actions* | *Measurement* |
| 7a Develop an Accessibility Review Implementation Plan | Accessibility Review Implementation Plan developed |
| 7b From the Plan, implement recommendations within available resources | Improvements made in line with the Accessibility Review Implementation Plan (describe) |
| 7c Undertake future planning for the redevelopment or replacement of the SAPOL website to ensure compliance with web design accessibility standards | Planning occurs (describe) |
| Qualitative evaluation | Impact on people with disability |

**Action 8: Broaden and enhance use of technology to enable better communication between people with disability and SAPOL.**
Objective: Review existing technology and communication options and pathways and explore new opportunities to better enable people with disability to communicate with police in the field and with SAPOL in general.

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| *Actions* | *Measurement* |
| 8a Identify and plan for use of technology solutions that improve communication between people with disability and police officers in the field (involve the Disability Service Development Advisory Group)  | Technology solutions identified |
| 8b Implement use of technology solutions within available resources | Technology solutions implemented (describe) |
| 8c Identify and plan for use of technology solutions that improve communication pathways for people with disability to contact and interact with SAPOL services (involve the Disability Service Development Advisory Group) | Technology solutions identified |
| 8d Implement use of technology solutions within available resources | Technology solutions implemented (describe) |
| Qualitative evaluation | Impact on employee understanding, confidence and ability in engaging with and providing services for people with disabilityImpact on people with disability |

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### Theme: Learning and employment

**State Disability Inclusion Plan Statement: Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. It is our aim that people living with disability have access to inclusive places of study and that education and training provides pathways to meaningful and inclusive employment and volunteering opportunities.**

Priority 10: Better supports within educational and training settings

Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning

Priority 12: Improved access to employment opportunities and better support within workplaces

SAPOL embraces the *State Disability Inclusion Plan* priorities

Key focus areas for SAPOL:

*Training and development opportunities are provided for employees with disability*

*Pathways to employment and volunteering for people with disability are enhanced*

**Action 9: Ensure SAPOL’s training and development practices are inclusive and training opportunities are accessible to employees with disability, where appropriate, and carers**
Objective: Review training and development guidelines, followed by review of curriculum documents against the guidelines to ensure the needs of people with disability and carers are taken into account, providing greater flexibility and enhancing opportunity for participation, where appropriate.

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| *Actions* | *Measurement* |
| 9a Review training development guidelines and curriculum documents to ensure the needs of employees with disability and carers are taken into account | Documents reviewed |
| 9b Encourage employees with disability and carers to participate in accessible training and development opportunities  | Practices implemented to encourage participation (describe)Number of employees identifying with disability and carers participating in training and development opportunities |
| Qualitative evaluation | Impact on people with disability |

**Action 10: Ensure SAPOL’s HR policies, procedures and practices are inclusive of people with disability**
Objective: Undertake further and ongoing review of SAPOL’s HR policies, procedures and practices to ensure they fully align with the SA Public Sector Employment Disability Strategy and Plan, and SAPOL’s People Strategy thereby enabling and encouraging people with disability to apply for public sector jobs and promotional opportunities and are retained in public sector employment.

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| *Actions* | *Measurement* |
| 10a Review and maintain policies, procedures and practices | Policies, procedures and practices reviewed and maintained |
| 10b Promote public sector employment with SAPOL for people with disability in line with the SA Public Sector Disability Employment Strategy | Promotion undertaken (describe)Number of people identifying with disability taking up employment or promotional opportunities |
| Qualitative evaluation | Impact on people with disability |

**Action 11: Develop a workplace skills program within SAPOL for people with disability**
Objective: Review and formalise SAPOL’s existing informal workplace skills program for people with disability in line with the SA Public Sector Disability Employment Strategy and Plan.

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| *Actions* | *Measurement* |
| 11a Review existing local program | Program reviewed |
| 11b Develop a SAPOL wide workplace skills program in line with the SA Public Sector Disability Employment Strategy | Program developed |
| 11c Implement the workplace skills program | Program implemented (describe)Number of people participating in the programNumber of people employed and/or retained in employment as a result of the program |
| Qualitative evaluation | Impact on employee understanding, confidence and ability in engaging with and providing services for people with disabilityImpact on people with disability |

**Action 12: Enhance SAPOL’s volunteer program for involvement of people with disability**
Objective: Review the volunteer program to better enable involvement of people with disability.

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| *Actions* | *Measurement* |
| 12a Review current roles and explore new opportunities to enable greater involvement of people with disability | Review conducted (describe) |
| 12b Recruit people with disability into the program | Recruitment undertaken (describe)Number of volunteers with disability participating in the program |
| Qualitative evaluation | Impact on employee understanding, confidence and ability in engaging with and providing services for people with disabilityImpact on people with disabilityImpact of volunteering on program participants |

## Disability Access and Inclusion Plan

We undertook a first period of consultation, this closed on 15th June 2020.  The information received has helped us write our draft Disability Access and Inclusion Plan.

**Internal consultation**

We had 74 employees provide us with information. Of these, 17 responded that they have lived experience of disability.

These are some of the key themes/focus areas of the internal survey:

Improving employment practices for people with disability.

Supporting people with disability in the workplace.

Providing better access to buildings.

**External consultation**

We received 145 completed surveys from the community. Of these, 48 people said that they have lived experience of disability.

We also had 34 individual people or organisations provide direct responses or submissions to us. This included a number of email responses, one face-to-face consultation, ten telephone consultations, five video consultations, three written submissions, and one Auslan interpreted consultation.

**Key themes and focus areas**

These are the key themes/focus areas of the external consultation:

Developing greater awareness, confidence and competence of police in communicating and engaging with people with disability (significant focus area).

Enabling greater understanding by police of autism and other neurodisabilities/ neurodiversity to enable better communication and response to engage with people with these disabilities (significant focus area).

Establishing effective and accessible modes of communication between police and people with communication difficulties (significant focus area).

Providing greater accessibility to printed and online information, as well as ensuring signs and emergency information are in easy read and other accessible formats.

Connecting and interacting with people with disability and disability service providers to break down barriers, build relationships and create understanding.

Involving people with disability and the broader disability community in planning and development of service delivery (including priority groups – women, children, Aboriginal and Torres Strait Islander people and people from a culturally and linguistically diverse background).

Adjusting the physical environment so that it is more accessible for people with physical disability and inclusive of people with neuro sensitivity.

Reinforcing that police should not use accessible (disability) carparks.