

Defence SA

Disability Access and Inclusion Plan 2026 – 2030

Statement from Chief Executive

At Defence SA, we are creating an inclusive workplace and community where people with disability have equal access to our services, programs, and employment opportunities.

Our Disability Access and Inclusion Plan (DAIP) reflects our ongoing responsibility to uphold the rights of people with disability and to remove barriers to participation in every aspect of our work.

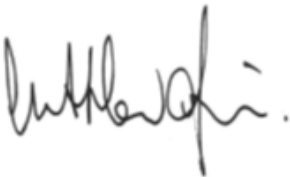
This DAIP outlines Defence SA's commitment to accessibility across all areas of our organisation - from our events and communications to our physical office environment. We are dedicated to ensuring that people with disability can engage fully with Defence SA, whether as employees, partners, or members of the community.

We recognise the importance of providing a supportive, inclusive and accessible workplace for current and future employees with disability. This includes ensuring equal access to facilities, technology, training, and development opportunities needed for all people to succeed in their roles.

All staff share the responsibility to foster an inclusive culture and to uphold the principles of access and inclusion in their daily work.

The DAIP is a living document, reviewed and updated regularly to reflect our progress, evolving best practice, and the feedback of people with lived experience of disability.

It will be available on the Defence SA website and remains central to our commitment to building a workplace and organisation that is inclusive for all.



Matt Opie

Chief Executive

DEFENCE SA

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This Disability Access and Inclusion Plan (DAIP) is available on the **Defence SA** website www.defencesa.com. If you require a copy in an alternative format, (such as Easy Read or a fully accessible word version), please contact Defence SA on +61 8 7133 9333 or at enquiries@defencesa.com

About us

Defence SA is South Australia's lead government agency for all defence and space related matters, with a mission to grow investment in the defence and space industries which leads to new and exciting jobs for South Australians. Working closely with Defence and industry, Defence SA targets investment and expansion opportunities, drives and supports the delivery of major defence projects and facilities, and pursues the growth of Defence units and capabilities within the state. Defence SA plays a key role in supporting the Australian Government's strategic defence policy through increasing local industry participation and ensuring state of the art infrastructure and a highly skilled, industry ready workforce is in place to underpin defence projects.

In recognition of the strong contribution that defence makes to the state's economic prosperity, South Australia's Premier is also the Minister for Defence and Space Industries.

Services and information provided by the agency include:

- Provision of advice to companies seeking to increase their presence in the defence and space industry sectors.
- Participation in defence and space industry trade events, facilitating local South Australian industry attendance, both nationally and internationally.
- Collaboration with industry and Federal and Local governments to identify and plan for infrastructure investment necessary to support the State's defence industry and space sector.

Defence SA also includes the following business units:

Veterans SA – serves the veteran community and South Australian Government, providing education and advocacy on all matters relating to veterans. Veterans SA supports serving and ex-serving military personnel and those who support them by providing a central contact point for information about the state government's services to veterans across South Australia. Veterans SA provides administrative support to the Veterans' Advisory Council to ensure veterans receive a voice at the highest levels of government.

Defence Innovation Partnership – fosters collaboration and engagement between government, universities/research organisations and industry. The Defence Innovation Partnership helps deliver innovative solutions to Defence by creating connections between researchers, industry and Defence; building and supporting defence-relevant collaborations through both the Collaborative Research Fund and Activator Fund, attracting research and development funding to South Australia; and supporting the translation of defence and national security research and development.

South Australian Space Industry Centre (SASIC) – drives space industry innovation, research and entrepreneurial development. Already home to over 80 space related organisations including the Australian Space Agency, South Australia is committed to further growth of the local industry, building on the state's history of space activity. SASIC collaborates with the Australian Space Agency to play a key role in the national space agenda.

Our vision

Defence SA's vision for disability access and inclusion is to ensure that the opportunities created by South Australia's defence and space industries are accessible to everyone.

We are committed to removing barriers so that people with disability can fully participate in our workforce, access our services and information, and engage in industry, research and events. We recognise the value that people with disability bring through their skills, experience and perspectives, and the role inclusion plays in driving innovation and positive outcomes.

Through this Disability Access and Inclusion Plan (DAIP), Defence SA will embed inclusive practices across leadership, employment, services and events, ensuring disability access and inclusion is an integral part of how we work and how we support the growth of the defence and space sectors.

Our workplace and staff

Defence SA currently employs 32 staff, of which 3% identify as living with a disability.

As part of our ongoing commitment to diversity and inclusion, Defence SA continues to strengthen access and inclusion through our Disability Access and Inclusion Plan (DAIP) and broader workforce strategies.

These initiatives focus on creating equal employment opportunities, providing accessible workplace adjustments, and supporting training, awareness, and professional development programs that promote disability confidence across the organisation.

By embedding inclusive practices into recruitment, retention, and career progression, Defence SA aims to ensure that people with disability are supported to succeed and that our workforce reflects the diverse community we serve.

Strategic context

Defence SA's Disability Access and Inclusion Plan (DAIP) is guided by South Australian, national and international disability inclusion frameworks.

The Disability Inclusion Act 2018 (SA) requires state authorities to remove barriers and promote the inclusion of people with disability through their services, employment practices and community engagement. This DAIP also aligns with the **State Disability Inclusion Plan 2025–2030**, which sets the South Australian Government's priorities for building inclusive communities, accessible services, strong leadership and equitable employment.

At a national and international level, this DAIP supports the goals of **Australia's Disability Strategy 2021–2031** and Australia's commitments under the **United Nations Convention on the Rights of Persons with Disabilities**. Together, these frameworks emphasise equal rights, accessibility and full participation for people with disability. Defence SA's DAIP reflects these principles and outlines how we will contribute to inclusive outcomes across the defence and space sectors.

Disability Access and Inclusion Plan Development

Consultation

In updating and developing Defence SA's Disability Access and Inclusion Plan (DAIP) 2026–2030, internal consultation occurred across all Defence SA employees, including employees who identify as having some form of disability.

Defence SA also drew upon the extensive consultation process undertaken by the Department of Human Services (DHS) for the development of the State Disability Inclusion Plan 2026–2029. The information provided by DHS included valuable feedback from people with disability, their families and carers, service providers, advocacy organisations, and the broader community.

The insights gathered through consultation informed the development of the key domains, priority areas, and mandatory measures that underpin both the State Plan and Defence SA's DAIP. By aligning with these outcomes, Defence SA ensures its plan reflects the lived experiences and priorities of people with disability across South Australia and contributes to the State's vision for an inclusive community.

Relationship to other policies, strategies, frameworks

Defence SA's Disability Access and Inclusion Plan (DAIP) is aligned with existing organisational policies, procedures and planning mechanisms. The DAIP supports Defence SA's strategic and business planning by embedding accessibility and inclusion into workforce practices, communications, events, procurement and stakeholder engagement.

Implementation of the DAIP is supported through our corporate functions, including human resources, work health and safety, communications and event planning, ensuring disability access and inclusion is integrated into day to day operations.

Achievements

Defence SA is committed to building an inclusive and accessible workplace through inclusive recruitment practices that help reduce barriers for people with disability seeking employment. Disability awareness and inclusion training supports staff to build knowledge, confidence and respect across the organisation.

Defence SA also supports flexible work arrangements and provides reasonable workplace adjustments where required, enabling employees to perform their roles effectively.

These actions demonstrate our commitment to fostering a workplace and organisation that is accessible, inclusive and welcoming for all.

DAIP Actions Table

Domain 1: Inclusive environments and communities

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. This includes ensuring the community itself is fully accessible.

Priority Areas for Domain 1

- 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

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 and data source
1.	Include accessibility considerations in the planning of Defence SA events and exhibitions.	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.	Ongoing	Events Team Data Source: SA Accessible and Inclusive Community Events Toolkit here

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 and data source
2.	Deliver annual disability awareness and inclusion training for new and existing staff.	1.2.1	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including the number of staff and volunteers participating in disability awareness training, including Universal Design.	Annually	Corporate Services Data Source: Staff training participation records

3.	Ensure workplace initiatives support disability inclusion and inclusive behaviours within Defence SA.		<p>The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including:</p> <ul style="list-style-type: none"> The number of workplace initiatives promoting disability inclusion. 	Ongoing – review dates each year	<p>Corporate Services</p> <p>Data Source: Internal calendar and events</p>
4.	Review DAIP actions to identify opportunities to support Closing the Gap outcomes where relevant.	1.2.3	The number of actions embedded in our DAIP working towards Closing the Gap targets.	Ongoing	<p>Corporate Services</p> <p>Data Source: DAIP action tracking and reporting.</p>

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 and data source
5.	Regular liaison with Defence SA’s office building management to ensure our office space is accessible, with clear signage, sufficient lighting, and easily accessible entry points.	1.3.2	The number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors.	Ongoing	<p>Corporate Services / Building management</p> <p>Data source: WHS / Accessibility audits</p>

6.	Ensure any planned office refurbishments incorporate Universal Design principles, including accessibility features and inclusive layouts.		The number of new developments that incorporate Universal Design.	Ongoing / Adhoc	Corporate Services Data source: Facilities / property project records
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Priority Area 4: Accessible facilities

Outcome: People with disability can access public toilet facilities that meet their needs when out in the community.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
7.	Liaise with building management to address accessibility and cleanliness issues identified through Defence SA's quarterly WHS inspections of disability toilet facilities within our leased building.		The number of completed and reviewed Work Health & Safety (WHS) checklists that are carried out by Defence SA on a quarterly basis.	Quarterly / Ongoing	Corporate Services Data Source: WHS quarterly checklist reports

Priority Area 5: Communications and information

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
8.	Update Defence SA public facing information in accessible formats where required, including ensuring online content aligns with Web Content Accessibility Guidelines (WCAG) 2.2 level AA standards.	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 Read documents.	Ongoing	Communications Team Data source: Website content records
9.	Arrange communication supports, such as Auslan or assistive listening services, for Defence SA led public events or engagements where requested and reasonably practicable.	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, during hospital emergencies, crisis services, bushfires, or floods, where timely communication support is essential.	Ongoing	Events Teams Data Source: Accessibility service requests

Priority Area 6: Transportation

Outcome: People with disability can get to where they need to go safely.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
10.	Consider flexible work arrangements to support staff with disability in relation to transport needs, where appropriate.		The number of workplace initiatives that support people with disability to access employment.	Ongoing	HR / Corporate Services Data Source: HR policies and flexible work records

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 and data source
11.	In the event Defence SA conducts any public or stakeholder consultations, ensure people with disability can participate inclusively. For example, by offering online options, accessible venues, and easy to read materials.	1.7.1	The number of public consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOs).	Ongoing / Adhoc	Communications and Government Relations Team

12.	Encourage and support the inclusion of people with disability on Defence SA committees, advisory groups and project teams where relevant.	1.7.2	The number of people with disability including parents and carers, serving on committees and working groups.	Ongoing	All Defence SA staff Data Source: Committee membership records
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Priority Area 8: Housing

Outcome: People with disability have access to appropriate housing.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
N/A	N/A	N/A	N/A	N/A	N/A
Defence SA does not have a role in the provision, planning, delivering or funding of housing. As such, this priority area is outside the scope of our Diversity Access and Inclusion Plan (DAIP).					

Domain 2: Education and employment

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 Areas for Domain 2

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

Priority Area 1: Targeted knowledge, understanding and support

Outcome: People with disability are supported by a South Australian education workforce that has the knowledge and skills to meet their needs and help them succeed.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
13.	Share accessible guidance, tips, and training with staff to help them work inclusively with people with disability.		Number of staff and accessing disability awareness resources.	Ongoing	Corporate Services Data Source: Internal communications and training records

Priority Area 2: Supports and resources for children and young people

Outcome: Children with disability feel valued, welcomed and have access to inclusive education, starting in the early years.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
N/A	N/A	N/A	N/A	N/A	N/A
Defence SA does not directly deliver childhood or school education programs. Delivery of inclusive education relating to this priority area is outside the scope of our Diversity Access and Inclusion Plan (DAIP).					

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 and data source
14.	Promote and share information on volunteering and work experience opportunities for people with disability. through Defence SA events, communications, and networks.	2.3.5	The number of initiatives taken to encourage people with disability to volunteer.	Ongoing	Executive Team / Management Data Source: Communications, events / partner engagement records

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 and data source
15.	Implement practical improvements to recruitment and engagement processes to support inclusive hiring and workforce participation	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.	Ongoing	Corporate Services Data Source: HR recruitment records / Job descriptions

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 and data source
16.	Promote flexible work practices, reasonable adjustments, and mentoring programs; encourage staff to reflect on inclusivity and accessibility in their PDP discussions where relevant. Regularly remind staff of the availability of Defence SA's Employee Assistance Program (EAP) for support.	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.	Ongoing	Executive Team / Corporate Services Data Source: Internal staff communications

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 and data source
17.	Provide meaningful and relevant information to support whole of government DAIP reporting.	2.6.2	Development and implementation of data collection and reporting systems.	Annually	Corporate Services Data Source: Annual DAIP compliance reporting

Domain 3: Personal and community support

A South Australia where people with disability can access quality, tailored personal and community support, 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 Areas for Domain 3

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

Priority Area 1: Accessibility

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
18.	Include clear, easy to digest information on relevant disability, veteran and employment support services on the Defence SA website, with links to external government and community providers where appropriate.	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.	Annually	Corporate Services Data Source: Defence SA website content

Priority Area 2: Advocacy and supports

Outcome: People with disability are supported to make their own choices and use advocacy when needed to protect and promote their rights.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
19.	Provide appropriate referral information to disability advocacy or support services throughout internal comms and literature.	3.1.2	Availability of guidance material for staff outlining referral pathways to advocacy and support services.	Ongoing	Corporate Services Data Source: Internal staff communications

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 and data source
20.	Provide appropriate referral information to disability advocacy or support services throughout internal comms and literature.	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.	Ongoing	Corporate Services Data Source: Meeting records

Priority Area 4: Family and carer support

Outcome: Carers and families, including siblings of people with disability are provided with dedicated supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
21.	Promote flexible work practices and employee assistance information to support staff who have dependants with disability and caring responsibilities.		The amount of carer support information included in internal HR policies and resources.	Ongoing	Corporate Services Data Source: HR policies

Priority Area 5: Programs

Outcome: Government-funded programs and services include disability-specific provisions to enable full and equal participation.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
22.	Where Defence SA (across all business units) supports or administers grants, sponsorships or funded programs, include consideration of accessibility and inclusion in program promotion, documentation, forms and guidelines, where relevant.	3.5.1	The number of grants and funding amount distributed to enhance disability inclusion.	Ongoing	Program Managers Data Source: Program and grant documentation

Domain 4: Health and wellbeing

A South Australia where all people with disability can attain the highest possible health and wellbeing outcomes throughout their lives

Objective: To have a well-connected health and mental health sector that is easy to access, navigate and interact with for all people with disability.

Priority Areas for Domain 4

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

Priority Area 1: Inclusive infrastructure

Outcome: People with disability have full access to, and inclusion within health infrastructure.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
N/A	N/A	N/A	N/A	N/A	N/A
Defence SA does not have a role in the provision, planning, delivery or funding of healthcare services. As such, this priority area is outside the scope of Defence SA's Diversity, Access and Inclusion Plan (DAIP).					

Priority Area 2: Targeted knowledge, understanding and support

Outcome: People with disability can access healthcare that is inclusive and responsive to the intersectionality and diversity of disability, recognising the important role of carers.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
N/A	N/A	N/A	N/A	N/A	N/A
Defence SA does not have a role in the provision, planning, delivery or funding of healthcare services. As such, this priority area is outside the scope of Defence SA's Diversity, Access and Inclusion Plan (DAIP).					

Priority Area 3: Supports and interventions

Outcome: People with disability receive coordinated health supports that meet their needs, with stronger connections between mental health and disability services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
23.	Promote awareness of available wellbeing, mental health and support services to employees, including Employee Assistance Program (EAP) and relevant government supports.		Availability of documented HR guidance and contact points for support.	Ongoing	Corporate Services Data Source: Internal communication resources

Domain 5: Safety, rights and justice

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 Areas for Domain 5

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

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 and data source
24.	Provide staff awareness resources on disability rights, inclusion, and respectful engagement with people with disability.		Evidence of staff access to, or participation in, disability rights and inclusion resources.	Ongoing	Corporate Services Data Source: Staff training records

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 and data source
25.	Ensure internal emergency procedures consider accessibility needs of staff and visitors that may have a disability, including evacuation planning and emergency contacts.	5.2.1	The number of emergency response resources and systems developed for people with disability.		Corporate Services Data Source: WHS records

Priority Area 3: Supports and interventions

Outcome: People with disability receive coordinated health supports that meet their needs, with stronger connections between mental health and disability services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
26.	Ensure staff have access to information on relevant support services, advocacy, and legal assistance for people with disability.		Availability of guidance and contact information for external support services.	Ongoing	Corporate Services Data Source: Internal HR communication and Training folders

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 and data source
27.	Include consultation with staff with disability when developing internal policies, programs, events, or communications.		Evidence of consultation meetings, surveys, suggestion forms received.	Ongoing	Corporate Services Data Source: Internal communication records

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 and data source
28.	Maintain clear reporting procedures for staff and visitors to raise safety or safeguarding concerns, including disability specific considerations.		Availability of documented safeguarding procedures and contact points.	Ongoing	Corporate Services Data Source: WHS records

DAIP implementation

Defence SA will implement this Disability Access and Inclusion Plan (DAIP) in a practical and proportionate way that reflects the agency's size, functions and role within government.

Responsibility for delivering actions

Overall responsibility for implementing the DAIP rests with the **Chief Executive**, with day-to-day coordination managed by **Corporate Services**.

Managers and staff across Defence SA share responsibility for embedding disability access and inclusion into their work, consistent with their roles and responsibilities.

Actions within this DAIP will be delivered using existing governance, WHS, procurement, communications and event planning processes.

Sharing the DAIP

The DAIP will be:

- Published on the Defence SA website
- Made available in alternative formats on request
- Shared internally with staff through existing communication channels

Embedding disability inclusion in daily operations

Disability access and inclusion will be embedded into Defence SA's daily operations by:

- Considering accessibility in policy development, communications, events and procurement
- Supporting flexible work and reasonable workplace adjustments
- Using inclusive practices in recruitment, onboarding and workforce development
- Incorporating accessibility considerations into WHS and emergency planning

Monitoring and reporting progress

Progress against the DAIP will be monitored using:

- Existing HR, WHS, training and planning records
- Internal reviews of actions and measures outlined in the plan
- Feedback received from staff and stakeholders

The DAIP will be reviewed and updated periodically to reflect progress, emerging priorities and feedback, and will inform reporting obligations under the Disability Inclusion Act 2018 (SA).

Involving people with disability

People with disability will be involved in the ongoing implementation and review of the DAIP through:

- Internal consultation with staff, including those with lived experience of disability
- Consideration of feedback received through existing engagement and consultation processes
- Drawing on whole of government consultation outcomes and guidance where appropriate

Promoting the DAIP

The DAIP will be promoted to raise awareness and support by:

- Sharing key messages through internal communications
- Making the plan publicly available on the Defence SA website
- Reinforcing inclusive practices through leadership messaging and staff guidance

Acknowledgments

Defence SA acknowledges the contribution of:

- Defence SA employees who participate in ongoing internal consultation, including those with experience of disability
- The Department of Human Services and contributors to the development of the State

Disability Inclusion Plan 2025–2029, whose consultation insights helped inform this DAIP
Defence SA also recognises the ongoing contributions of people with disability, their families and carers in shaping more inclusive policies and services across South Australia.