



Inclusive Communities Plan

2026-30



Mayor's Message

At PAE we believe that when people with disability can access places, services, information and opportunities, the whole community benefits. The Inclusive Communities Plan is a forward-looking plan that enables PAE to focus on removing barriers and creating opportunities for people across the community to engage in all aspects of everyday life, no matter what their access and inclusion needs are.

The concept of inclusion, and how we work to improve it for people in PAE, is crucial to how we design places, deliver services, communicate and engage with the community. There are four areas that we plan to focus on across the four years of the life of this plan, from 2026–30: accessible places and spaces; inclusive programs and community connections; accessible information and communication; and employment, volunteering and leadership.

We have shaped the Inclusive Communities Plan around the community's experiences and ideas, along with what we learned from implementing our previous plan. Key aims include ensuring that people can move safely and confidently throughout the city; feel welcome and included; understand what's happening in PAE and have their say about it; and feel valued to contribute their skills and talents.

During February and March 2026, we asked for feedback on the draft Inclusive Communities Plan from people with lived experience of disability to determine their priorities.

We also connected with carers and advocates, local services providers, the broader community and key stakeholders. We have incorporated the feedback we received into this plan.

Several laws and strategies, at international, national and statewide levels, have been instrumental in shaping this plan. For each focus area, we have considered what our actions will be, how we will deliver and keep track of them, and how we will stay accountable for them.

Our whole-of-organisation approach to delivering this plan ensures that every department and level of leadership is engaged in creating an inclusive environment for people with disability. This co-ordinated strategy promotes shared responsibility, consistent practices and integrated support across PAE.

Ultimately, in line with our City Vision, we are working to create a PAE that is both welcoming and liveable for everyone who chooses to call PAE home. The Inclusive Communities Plan will help us ensure that we prioritise access and inclusion and build a city where all people have the opportunity to connect and flourish.

Claire Boan
Mayor, City of PAE

Cover image: A festival-goer enjoying a silent disco with a haptic vest, turning sound into vibration at **Amplifii Music Festival** — an inclusive, accessible, alcohol-free community music festival.



Kaurna Acknowledgement

We would like to acknowledge and pay respect to the Traditional Owners of the land on which we stand, the Kaurna People of the Adelaide Plains. It is upon their ancestral lands that the Port Adelaide Enfield Council meets. It is also The Place of the Kardi, the Emu, whose story travels from the coast inland. We pay respect to Elders past and present. We respect their spiritual beliefs and connections to land which are of continuing importance to the living Kaurna people of today. We further acknowledge the contributions and important role that Aboriginal people continue to play within our shared community.

Artist credit: NHARLA, Colleen Raven, 2024.
Ngapartji Ngapartji roughly translates to 'I give, you give'.

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Adopted 9 June 2026.

Image: A girl and adult point to the symbol for 'hungry' on the communication board at Largs Bay Foreshore.



City Vision and the Inclusive Communities Plan

Our vision is for PAE to be a place where people feel connected, supported and able to participate in community life. The City Vision is built on four goals: Thriving Community, Prosperous Economy, Clean and Green City and Places for People.

This plan focuses on two of PAE's four goals — **Thriving Community** and **Places for People** — as these have the strongest connection to disability access, participation and inclusion. Actions that support the other two goals — **Clean and Green City** and **Prosperous Economy** — are delivered through separate strategies.

Goals	Thriving Community	Places for People
	<i>A city where people have the opportunity to connect and flourish</i>	<i>An accessible city where people love to be</i>
Objectives	We promote community capacity, connection and participation in civic life	We walk together on Kurna country
	We encourage cultural expression and recognise people's history, stories and connection to place	We shape the city to be attractive and liveable and care for our cultural and built heritage
	We support and encourage people to live healthy and active lives	We bring places to life through community events, culture, design and the arts

This Inclusive Communities Plan supports that vision by focusing on removing barriers and creating opportunities for people with disability to take part in everyday life. Its actions align with the council's strategic management plans, including the Four-Year Business Plan, particularly where they support participation, access, inclusion and community wellbeing. Inclusion is not a standalone activity — it is embedded in how we design places, deliver services, communicate and engage with the community.

Image: The Special Olympics basketball team visit the Lights Community and Sports Centre. Two basketball players are seated on a bench. One is facing the basketball court, his arm outstretched to the other player's shoulder. The second player is turning back and smiling widely.



Understanding Disability in PAE

What is disability?

Disability can take many forms, including physical, sensory, intellectual, cognitive and psychosocial. It can affect how people participate in community life.

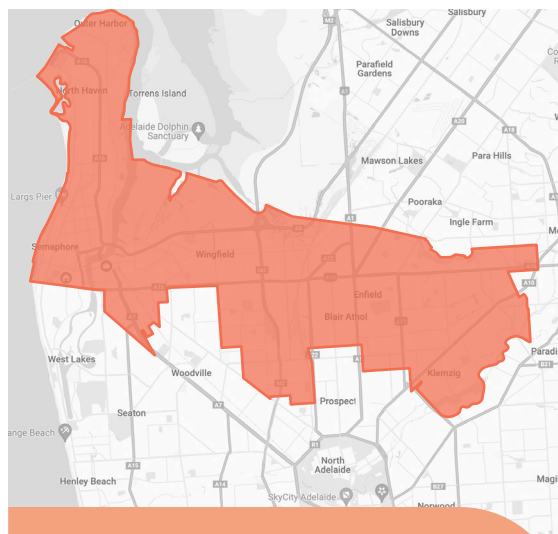
Who does it affect locally?



Over 30,100 people live with disability in PAE — about 1 in 5 of the population



Many more are family members, carers, friends or colleagues of people with disability



Inclusive communities benefit everyone:

People with disability, their networks and the broader community.

Why This Plan Matters

Being able to join in community life is a human right. When people with disability can access places, services, information and opportunities, our whole community benefits.

This plan aims to remove barriers, support participation and ensure that everyone can access services, programs and opportunities.

Some people face extra challenges when they belong to multiple groups, such as First Nations people with disability, women with disability, LGBTIQ+ people with disability, or people from culturally diverse backgrounds. This plan is designed to support everyone's unique needs.

Our four priority areas (2026–30) are:

1.

Accessible Places and Spaces — Move around safely and confidently

2.

Inclusive Programs and Community Connections — Feel welcome and included

3.

Accessible Information and Communication — Understand what's happening and have your say

4.

Employment, Volunteering and Leadership — Contribute your skills and talents

These priorities align with South Australia's Disability Inclusion Act 2018 ('the Act') and Inclusive SA's State Disability Inclusion Plan 2025–2029.

The Laws and Strategies That Guide This Plan

The Inclusive Communities Plan is shaped by laws and strategies that protect the rights of people with disability and guide how councils like ours must act. The table below explains what each key framework means and how it influences this plan.



United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)



Australia's Disability Strategy 2021–2031

National Autism Strategy 2025–2031

Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability

Disability Discrimination Act 1992 (Cth)



Disability Inclusion Act 2018 (SA)

Equal Opportunity Act 1984 (SA)

State Disability Inclusion Plan 2025–2029

SA Autism Strategy 2024–2029

National Disability Insurance Scheme (NDIS)

NDIS Review



Disability Access and Inclusion Plans (DAIPs)

"A South Australia where no-one is left behind"

Law or strategy	What is this?	What does it mean for this plan?
UN Convention on the Rights of Persons with Disabilities	An international human rights agreement recognising the rights of people with disability	This plan is grounded in the principle that inclusion, dignity and participation are human rights
Australia's Disability Strategy 2021–2031	A national framework agreed by all governments to improve outcomes for people with disability	This plan supports national priorities such as accessibility, inclusion and economic participation
National Autism Strategy 2025–2031	A national strategy to improve outcomes and quality of life for autistic people across their lifespan, focusing on inclusion, understanding and support in everyday settings	This plan supports creating environments, services and information that work for autistic people, including sensory-friendly spaces, clear communication and inclusive community participation
Disability Discrimination Act 1992 (Cth)	A national law that makes discrimination based on disability unlawful	This plan ensures that our services, facilities and decisions do not exclude or disadvantage people with disability
Disability Inclusion Act 2018 (SA)	South Australia's state law on disability matters, requiring councils and other public authorities to plan for inclusion and remove barriers	This plan shows how people with disability can access our services, spaces and programs
State Disability Inclusion Plan 2025–2029	A plan that sets the South Australian Government's priorities for improving inclusion across the state	This plan shows how our priorities and actions align with the State Government's focus areas and how progress is reported each year



Image: An Inclusive Sports session at the Lights Community and Sports Centre. A smiling young man wearing a basketball shirt has his arm around his coach. He is holding a basketball under his left arm.

How This Plan Was Built — What You Told Us

The Inclusive Communities Plan is shaped by your experiences, ideas and feedback. We listened through our community engagement platform Participate PAE (including the Shaping Inclusion group), community engagements, council programs and services, customer feedback, and conversations with people with lived experience of disability, carers and community organisations.

Here are some of the things you told us:

'We need beaches and playgrounds that everyone can use'

'Help local businesses understand accessibility'

'Include real people with disability in your promotions, not stock photos'

'Give us easier ways to give feedback when things don't work'

'Make sure paths actually lead somewhere accessible — not just halfway'

We have used this feedback, along with lessons from our previous plan, to decide what to focus on next.

Our Plan of Action

This section outlines what we will work on between 2026 and 2030 and how we will know that we are making a difference. It summarises our ongoing actions, grouped under the four priority areas, and the specific metrics we use for reporting. Evidence, community feedback and our own annual planning, asset management and budget process, along with wider funding and partnership opportunities, will guide the order in which we deliver these actions.

ACCESSIBLE PLACES AND SPACES

Our ongoing actions:

- Plan, promote and co-ordinate inclusive and accessible events, including tourism-related events at key destinations
- Improve the visibility of accessibility features through shared tools such as public maps and online information
- Review, prioritise and upgrade council buildings, infrastructure, parks, playgrounds, foreshore and public toilets in consideration of accessibility standards and Universal Design principles
- Build internal capability through Universal Design training and participation in disability/access networks
- Create and maintain accessible pre-visit information for key council buildings and community spaces

How we're keeping track:

- The number of inclusive and accessible events, both internal and external, following best practice accessibility guidelines
- The total number of public-facing buildings, spaces, play spaces and infrastructure that are modified to improve accessibility
- The proportion of recreation parks, beaches and playgrounds in PAE that are built or modified to improve accessibility
- The proportion of public toilet facilities across PAE that meet accessibility standards and/or are a designated Changing Places facility

INCLUSIVE PROGRAMS AND COMMUNITY CONNECTIONS

Our ongoing actions:

- Promote disability inclusion through council grants and partnerships, including sporting clubs
- Deliver awareness initiatives improving understanding of visible and hidden disability
- Actively promote and share examples of inclusive practice across the council and the community

How we're keeping track:

- The total number of grants and the amount of funding distributed to enhance disability inclusion
- The total number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community

ACCESSIBLE INFORMATION AND COMMUNICATION

Our ongoing actions:

- Continue to ensure that our communications – digital and physical – are accessible, inclusive and easy to understand (for example, captions, Auslan where appropriate, image descriptions)
- Ensure that our websites meet contemporary accessibility standards and that we improve other digital platforms
- Build and maintain partnerships with disability organisations and service providers
- Actively involve people with disability, parents, carers and expert disability service providers in consultations and advisory processes
- Support Closing the Gap outcomes by improving the participation of First Nations people with disability in community life

How we're keeping track:

- The total number of resources or materials developed in accessible formats
- The total number of initiatives and improvements made to connect people with disability to community supports and services wherever they present
- The total number of people with disability, including parents and carers, serving on committees and working groups
- The total number of public consultations seeking and including input from people with disability

EMPLOYMENT, VOLUNTEERING AND LEADERSHIP

Our ongoing actions:

- Continue to create inclusive volunteering opportunities and employment practices that build inclusion across the council, where 14% of PAE staff identify as having a disability. This includes supported onboarding (such as assisted recruitment), role adjustments (such as workstation adjustment) and support throughout employment (including flexible working arrangements and awareness training for all staff)
- Maintain inclusive recruitment and workplace practices enabling people with disability to enter, remain and progress in employment

How we're keeping track:

- The total number of initiatives taken to encourage people with disability to volunteer
- The total number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment
- The total number of organisational practices adopted to improve inclusive recruitment for people with disability

How We Will Stay Accountable

We will track our progress through data, reporting and feedback, and report annually to the South Australian Government as required under the Act. Each year we will publish a brief update that includes examples of actions delivered.

We will publish the Inclusive Communities Plan on our website once it has been adopted, and we will share updates over time to show our progress, including which actions are being delivered and supported through council budgets.

Your lived experience will help us understand what is or is not working, and where we need to do better.

Implementation — How We Will Deliver This Plan

Responsibility

We will deliver the Inclusive Communities Plan across the council, with actions led by relevant business areas and supported through the council's corporate planning and governance processes. Executive leadership will support accountability and co-ordination.

Sharing the plan

We will publish the Inclusive Communities Plan across our website in accessible formats and share it with staff, stakeholders and the community through internal communications, engagement activities and council channels.

Embedding inclusion in everyday work

We will embed disability inclusion in day-to-day operations by:

- Applying accessibility and Universal Design principles in planning, service delivery and communications
- Considering access and inclusion early in projects, services, policies and programs
- Building staff capability through guidance and training

Monitoring and reporting

We will monitor progress using the measures outlined in this plan and reported annually to the South Australian Government, in line with the Act. We will also provide updates to the Elected Members as required.

Involving people with disability

We will ensure that people with lived experience of disability continue to be involved through consultations, advisory groups, committees and feedback channels such as Participate PAE. We will do this through a mix of fit-for-purpose, accessible and timely community engagement. Their input will inform ongoing improvement.

Promoting inclusion

We will promote the plan and its outcomes by sharing our progress, supporting community awareness initiatives and encouraging partners and community groups to support disability inclusion.

Stay Involved and share your thoughts

The Inclusive Communities Plan works best when we hear from you. You can:

- **Share** your feedback on Participate PAE (participate.cityofpae.sa.gov.au)
- **Contact** Customer Relations on 8405 6600
- **Join** committees, working groups or volunteering opportunities
- **Ask** us to provide you with this document in another format

Together, we're building a PAE where everyone can take part and feel they belong.

