



Department for Child Protection

Disability Access and Inclusion Plan

2020 to 2024



This Disability Access and Inclusion Plan is available on the Department for Child Protection's website, or in alternative accessible formats upon request.

When the term Aboriginal is used in this document, it should be read as inclusive of Torres Strait Islander people, acknowledging that Torres Strait Islander people have a separate and distinct culture, identity and country to that of mainland Aboriginal peoples.



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Statement from the Chief Executive

Promoting the rights of South Australians living with disability, and ensuring all people enjoy the same access and inclusion experience within our community is of the utmost importance.

The Department for Child Protection's Disability Access and Inclusion Plan 2020 to 2024 gives specific regard to the department's current and future response to improving outcomes for children and young people, parents, carers and our workforce with disability, as well as improving accessibility of the services we both fund and deliver.

We know approximately 25% to 30% of the children and young people in care have a disability or developmental delay. These children are cared for predominantly by family based carers, while some reside in residential care environments.

This plan also recognises that Aboriginal and Torres Strait Islander people with disability have a right to respect and acknowledgement as the first people of Australia and for their unique history, culture and kinship relationships and connection to their traditional land.

Delivering on the commitments made within this plan will ensure all aspects of the work that we do are considered through the lens of people who live with disability and that access and inclusion is at the forefront of our decision making.

I am pleased to deliver the Department for Child Protection's first Disability Access and Inclusion Plan and look forward to leading the implementation of the actions across our state-wide service to improve outcomes for children and young people, parents, carers, our workforce and the broader community.

Cathy Taylor

Chief Executive

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Definition of disability

The South Australian *Disability Inclusion Act 2018* (the Act) defines disability as:

“Disability, 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 equal basis with others”.

Disability Inclusion Act 2018

The Act provides a legal framework to support equal access and inclusion for people living with disability in community activities and services including recreation, education, health, and public transport.

The Act aligns with the United Nations Convention on the Rights of Persons with Disabilities and with the Australian National Disability Strategy 2010 to 2020, and requires the creation of the South Australian Disability Inclusion Plan. The first South Australian plan came into effect on 31 October 2019.

The Act also mandates the development of Disability Access and Inclusion Plans for each State authority, under Part 5 section 16.

South Australian Disability Inclusion Plan – Inclusive SA

Inclusive SA sets out specific actions for South Australian government agencies and local councils to achieve in order to reduce the barriers faced by people living with disability. It also complements the National Disability Insurance Scheme, as it aims to address access and inclusion for all South Australians with disability, including people who are not National Disability Insurance Scheme participants.

While the plan sets the focus for the next four years, it is also a living document that will respond to shifting priorities and new information, as governments across Australia work together to design a new national disability strategy for 2020 and beyond. Inclusive SA will also be updated to reflect social, political and environmental changes as well as any response to recommendations made by the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability. An updated plan will be published in 2021.



About the Department for Child Protection

The Department for Child Protection was formed in November 2016 in response to recommendations from the [Child Protection Systems Royal Commission](#), led by the Honourable Margaret Nyland AM.

We work in partnership with vulnerable families, government and non government organisations, foster and kinship carers and the community to care for and protect at risk children and young people by addressing abuse and neglect and keeping them safe from further harm.

Where children cannot safely stay in the family home we will find a place for them to live, preferably with kin or foster care families.

We aim to give young South Australians in our care every opportunity to reach their full potential. In all that we do, we value children's voices and reflect their views.

The legislation administered by the Department includes:

- [Children and Young People \(Safety\) Act 2017](#)
- [Children and Young People \(Safety\) Regulations 2017](#)
- [Family and Community Services Act 1972](#).

We bring an evidence-informed, strengths-focused, family-centred, child-centred, trauma and competency-based approach to our interactions with children and young people and their families.

We are responsible for:

- responding to children that are at risk of harm, are unsafe, neglected or abused
- managing and supporting children and young people under the guardianship of the Chief Executive
- facilitating care for children and young people at risk
- supporting the reunification of children with their families where it is safe to do so
- managing the adoption process
- supporting refugee children and young people through the Commonwealth Guardianship team.

Aboriginal impact statement

We acknowledge and respect Aboriginal peoples as the Traditional Owners and occupants of South Australian lands and waters. We acknowledge that Aboriginal children and young people have the right to grow up in a safe and nurturing environment where their culture, community, spiritual identity and traditional ownership of their lands and



waters are supported, nurtured, respected and celebrated by the people who care for them.

The Department for Child Protection acknowledges that Aboriginal children and young people are currently overrepresented in the child protection system. As at 30 June 2020 there were 4,366 children and young people in care. Of these 1,544 were Aboriginal children and young people.

We know that approximately a third of children and young people in care with disability are Aboriginal.

This plan has been developed in consultation with the Department for Child Protection Aboriginal Practice Directorate and gives deliberate regard to ensuring a focus on Aboriginal peoples with disability through the delivery of the actions and commitments.

Staff profile

As at 30 June 2020, the Department for Child Protection workforce comprised 2,546 employees, or 2,169 full time equivalent positions. Of these:

- Almost a third work in the Department for Child Protection Residential Care. South Australia is one of only two jurisdictions that provides government administered residential care services.
- The Operational Position Group represents 36.3% of the workforce, including such roles as case workers and child and youth workers. Most operational roles are located in Residential Care.
- Social workers, case managers and Aboriginal family practitioners represent 23.8% of the workforce. Most of these roles are located in service delivery regions.
- 57.1% of staff were permanent in their position that they held as of 30 June 2020, and 76.6% were engaged in full time employment.

Staff diversity

Representation of people reporting disability in the Department for Child Protection workforce has decreased slightly over the last three financial years, from 1.9% in 2017 to 18, 2% in 2018 to 19 and 1.7% in 2019 to 20.

Over the last three financial years, the number of Aboriginal people employed in the Department for Child Protection has increased in line with the growth of the wider Department for Child Protection workforce. The representation of Aboriginal people in the Department for Child Protection workforce has remained at approximately 5% over this time.

More than one in four, or 25.9%, Department for Child Protection employees reported that they were born overseas and 12% reported speaking a language other than English.



SA Government strategy for keeping families and children safe and well

Our vision: South Australia is a state where vulnerable families with children are supported, and where children are safe, valued and look forward to a bright future.

This will be achieved through extensive whole-of-government effort across three areas of focus:

- **Supporting:** We will provide earlier, intensive, targeted support to families with multiple and complex needs, to reduce incidents of child abuse and neglect and prevent children entering the child protection system in the first place.
- **Protecting:** We will protect children from harm, including when they come into care. We will deliver trauma responsive, development-focused services designed to meet the individual needs of children and young people in care, with an emphasis on family based care, reunification and permanency.
- **Investing:** We will invest in children and young people in care and their transition from care to support them to lead productive lives as adults, and help to break intergenerational contact with the child protection system.

Together we will create a system that reflects the aspirations we have for South Australian children and families to be safe and well.

Department for Child Protection Strategic Plan 2019 to 2022

Our purpose is to care for and protect at risk children and young people by working together to address abuse and neglect and to keep them safe from further harm. In all that we do, we value children's voices and reflect their views. The priority areas of the Department for Child Protection Strategic Plan are:

- **Achieving practice excellence** - Staff are supported to develop and use best practice in their work with children, young people, families and carers.
- **Honouring the Aboriginal Child Placement Principle** - We will address the disproportionate number of children in care by involving Aboriginal families and communities in decisions about the care of Aboriginal children.
- **Partnering with carers** - Carers are respected and valued as partners in the care team and are supported to meet the needs of children and young people in their care.
- **Supporting our staff** - We recruit, develop and support our staff with systems, processes and workplaces that enable them to be effective and efficient in their work and maintain their wellbeing.
- **Working together** - We team up with our service partners to improve outcomes for families, children, young people and carers.



- **Designing a care system based on need** - The individual needs of children and young people are well understood and inform the services and support we provide.
- **Delivering quality and safety** - We are accountable and transparent in the services we provide and invest to strengthen quality and safety.

Aboriginal and Torres Strait Islander Child Placement Principle

The Aboriginal and Torres Strait Islander Placement Principle (the Principle) was developed through strong and sustained advocacy from Aboriginal leaders, families, organisations and experts. The core elements of the Principle are:

- **Prevention** – Protecting each child’s right to grow up in family, community and culture by redressing causes of child protection intervention.
- **Partnership** – Ensuring the participation of community representatives in all child protection decision making including service design, delivery and individual case decisions.
- **Placement** – Placement in out-of-home care is prioritised in accordance with the placement hierarchy.
- **Participation** – Ensuring the participation of children, parents and family members in decisions.
- **Connection** – Maintaining and supporting connections to family, community, culture and country for children in out-of-home care.

The Department for Child Protection acknowledges the importance of **identification** as a precursor to full implementation of the Principle and is committed to embed it as a key practice focus.

Statement of Commitment

Children and young people are at the centre of everything we do, and must be empowered to make decisions about their own lives. Without the dedication and commitment of foster and kinship carers this could not be possible. We respect carers as individuals beyond their caring role, and acknowledge the emotional impacts that caring may have on their own lives and families. We recognise the cultural strength and unique contribution that Aboriginal carers bring.

By working together and supporting all carers in their vital roles, we can provide children and young people with the care they need to look forward to a bright future.

The Statement of Commitment has been developed between Connecting Foster and Kinship Carers SA, Child and Family Focus SA and the Department for Child Protection. It recognises



that we must work in partnership and value carers as an essential and respected part of the care team for children and young people. Carers can expect to be:

- Informed
- Supported
- Consulted
- Valued
- Respected

Vision

South Australia's Disability Inclusion Plan vision is an accessible and inclusive South Australia based on fairness and respect.

The Department for Child Protection will contribute to this through delivering on the Inclusive SA themes:

- Inclusive communities for all
- Leadership and collaboration
- Accessible communities
- Learning and employment

Previous achievements

The Department for Child Protection has strengthened its focus on the needs of children and young people with disabilities in care, through the establishment of a Disability and Development Services Program (the Program), which became operational in July 2018.

This Program provides specialist disability experts to help Department for Child Protection staff navigate the National Disability Insurance Scheme for their clients and to ensure their access to specialist disability services.

The Program also supports commissioning of out of home care services so that they more effectively and efficiently respond to the needs of children with disabilities.

The Program works closely with the National Disability Insurance Agency and the Commonwealth Department of Social Services to:

- escalate matters for resolution and work collaboratively to address the needs of children with complex needs
- negotiate the interface between the National Disability Insurance Scheme and the Department for Child Protection to maximise the benefits for clients.



During 2019 to 20, the Program expanded to further support the needs of children and young people in care with disability or developmental delay by:

- Providing therapeutic supports to children and young people in residential care
- Providing therapeutic support to family based carers to understand the disability and development needs of the children and young people in their care.

The department ensures children and young people with complex disability needs are supported, where possible through the provision of specialist foster carers and specialist residential care placements, which require both a trauma and disability informed response.

In March 2019, the department implemented a Policy Governance Framework. The framework established a Policy Governance Committee, a decision-making committee responsible for the approval of development, implementation, review and retirement of governing documents.

The Policy Governance Committee ensures that all Department for Child Protection frameworks, policies, procedures and practice papers give appropriate regard to the impact and needs of children, young people, families and carers with disability and their developmental needs.

The committee also plays a vital role in ensuring appropriate regard is given to the specific cultural needs of Aboriginal children and young people, families and carers through representation from the Aboriginal Practice Directorate and requiring all submissions to have an accompanying Aboriginal Impact Statement.

Aboriginal Impact Statements are a tool to strengthen culturally inclusive policies, practices, contracts, reforms and initiatives.

Regional staff across the state are supported to ensure best practice approaches by the Department for Child Protection Manual of Practice. The Manual of Practice is a critical tool that supports staff to implement the requirements of the Department for Child Protection Practice Approach and the *Children and Young People (Safety) Act 2017*. The Manual of Practice has been developed in consultation with staff with disability expertise and gives appropriate regard to working with children and young people with disability and developmental delay.

In December 2019, the department held its first Disability Community of Practice. The Disability Community of Practice brings representatives of the department together with the non government sector in an annual forum which aims to promote best practice and build common capability in the delivery of support to children and young people in care with disability in a trauma-informed context.

The Department for Child Protection's Disability Access and Inclusion Plan is structured around the themes and priority areas of the Inclusive SA: State Disability Inclusion Plan 2019 to 2023.

Inclusive communities for all

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.

Action 1.1

Expand the Therapeutic Carer Support Team to enable an increased focus on providing support and training to carers in relation to the needs of children and young people with disability and developmental delay, and a specific approach to support Aboriginal kinship carers.

This action will be addressed by March 2021.

Measurable Target:

- The Therapeutic Carer Support Team staffing will expand to further meet the needs of carers.

Action 1.2

Develop resources to support carers providing care to children and young people with disability or developmental delay, including resources specific to Aboriginal children and young people.

This action will be addressed by May 2021.

Measurable Target:

- Resources, including resources specific to Aboriginal children and young people will be developed and provided to all carers of children and young people identified as having a disability or developmental delay.

Action 1.3

Through the Department for Child Protection carer website, provide information to carers to build awareness of caring for children and young people with disability or developmental delay, including the specific needs of Aboriginal children and young people with disability.

This action will be addressed by May 2021.

Measurable Target:

- Content including culturally informed versions of the information will be available on the Department for Child Protection carer website for Department for Child Protection carers to refer to.

Action 1.4

Provide awareness raising information relating to disability and developmental delay for Department for Child Protection staff, providers and carers, including information about the specific needs of Aboriginal children and young people with disability and developmental delay.

This action will be addressed by December 2020 and will then be ongoing.

Measurable Target:

- Number of sessions held for staff, providers and carers.

Action 1.5

Develop and implement a streamlined approach to collection and reporting on children and young people with disability in care.

Measurable Target:

- Data sharing arrangements are developed with relevant agencies and stakeholders for the identification of disability support needs.

This target will be addressed by June 2023.

Measurable Target:

- Data on children and young people with a National Disability Insurance Scheme plan is utilised as a proxy measure.

This target will be addressed by June 2021.

Action 1.6

Consult with support agencies who work with the Department for Child Protection, including post care, to ensure processes for obtaining information, such as Freedom of Information requests, adoption records, and information sought by care leavers, are accessible and support is available to assist people with disability.

This action will be addressed by January 2022.

Measurable Target:

- Processes for obtaining information held by the Department for Child Protection are accessible and inclusive to people with disability, including websites, information and supports.

Action 1.7

Ensure the Direct Personal Response process provided by the Department for Child Protection under the National Redress Scheme is responsive to people with disability.

This action will be addressed by January 2022.

Measurable Targets:

- Provide orientation to Direct Personal Response Facilitators on the impact of childhood trauma and disability.
- Identify candidates from the disability sector as appropriate facilitators if a survivor with disability seeks a Direct Personal Response.
- Develop a process to ensure those involved in providing a Direct Personal Response on behalf of the Department for Child Protection are informed regarding disability where required.
- Where a survivor reports that they have a disability, this data will be recorded along with the measures taken to accommodate their needs.
- Develop data collection and reporting to identify the number of people with disability, including Aboriginal people with disability requiring a Direct Personal Response.

Action 1.8

Ensure Human Resources policies and procedures support accessibility and inclusion.

This action will be addressed by June 2021.

Measurable Target:

- All relevant policies are reviewed.

Action 1.9

Review and update role descriptions and position statements to be disability inclusive.

This action will be addressed by December 2021.

Measurable Target:

- All role descriptions are reviewed and changes noted.

Action 1.10

Review current workplace modification processes to ensure they appropriately support employees with disability to access equipment, technology, facilities, and services. Where required, ensure reasonable adjustments to work spaces that enable them to fulfil their role.

This action will be addressed by June 2022.

Measurable Target:

- Workplace modification process reviewed and communicated to staff.

Action 1.11

Identify safe mechanisms to support staff to appropriately disclose existing or acquired disability throughout the recruitment process and their career cycle, and support managers to make reasonable workplace adjustments where appropriate.

This action will be addressed by December 2021.

Measurable Targets:

- Mechanisms are in place to support disclosure throughout the employment cycle, and appropriate recording of disability status in Human Resources systems. Human Resources policies and procedures provide appropriate guidance for employees and managers when considering reasonable workplace adjustments.
- Implement and promote electronic recruitment questions and HR21 Equal Opportunity self disclosure.

Action 1.12

Improve the way the department responds to adults with disability, including parents and carers, acknowledging and addressing cultural diversity and the specific needs of Aboriginal People.

This action will be addressed by June 2021.

Measurable Target:

- Develop and implement practice guidance for staff within the Department for Child Protection Manual of Practice.

Action 1.13

Ensure that all newly developed or reviewed governing documents across the organisation consider the specific needs of children, young people, parents, carers and their family members with disabilities.

This action will be addressed by December 2020.

Measurable Targets:

- The Department for Child Protection Policy Governance Framework establishes processes to ensure these specific needs are considered.
- Policy Governance Committee templates to ensure the specific needs of children and young people with disabilities, including their cultural needs, are considered when developing or approving governing documents, such as policies and procedures.
- In the development of all governing documents, the Aboriginal Practice Directorate are consulted to ensure Aboriginal Impact Statements are developed where necessary.
- The Policy Governance Committee has a representation from the Aboriginal Practice Directorate and the Commissioning, Performance and Disability Directorate to ensure appropriate consultation and content.

Action 1.14

Ensure all internal and external stakeholder engagement activities are accessible to all members of the community, including people with disability.

This action will be addressed by October 2022.

Measurable Targets:

- Access and inclusion will be incorporated in communication and engagement strategies.
- All new documents have inclusive design.

Action 1.15

Consult with the Expert Aboriginal Child Protection Advisory Committee on policy, service design and commissioning relevant to Aboriginal children and young people with disability, their families and communities.

This action was first addressed on 21 May 2020 and will be ongoing.

Measurable Target:

- All new service design, recommissioning and policy appropriately accounts for the needs of Aboriginal children and young people with disability, their families and communities.

Leadership and collaboration

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.

Action 2.1

Ensure that young people with disability are represented within the Youth Engagement Program.

This action will be addressed by June 2021.

Measurable Target:

- The Youth Engagement Program governance arrangements reflect the requirement for membership to include a young person with disability.

Action 2.2

Implement the Sanctuary Model of therapeutic care to ensure active participation in decision-making is afforded to children and young people with disability, including Aboriginal children and young people with disability.

This action will be addressed by June 2021.

Measurable Target:

- Outcome measures for the Sanctuary Model track the participation of children and young people with disability.

Action 2.3

Directly consult with children and young people in Residential Care as to how their disability specific needs can be met within their homes.

This action will be addressed by October 2020 and will be ongoing.

Measurable Target:

- All children with disability will be consulted in relation to their living environment within Residential Care.

Action 2.4

Detailed practice guidance and staff training will be developed and implemented around ways to communicate with children and young people with disability and reflect their voice in case planning and decision making, including in the annual review process for all children and young people with a disability under Guardianship of the Chief Executive.

This action will be addressed by June 2022.

Measurable Target:

- Engagement of children and young people with disability will increase.

Action 2.5

Improve the department's response to working with children and young people, carers and families with disability from an Aboriginal background, in consultation with Aboriginal stakeholders.

This action will be addressed by June 2022.

Measurable Targets:

- Detailed practice guidance will be developed and implemented for working with children and young people, carers and families with disability from an Aboriginal background.
- A Family Led Decision Making framework will be developed and implemented, with a focus on Aboriginal families and considerations to enable children and their families with disability to participate in decision making.

Action 2.6

Improve the department's response to working with children and young people, carers and families with disability from culturally and linguistically diverse background.

This action will be addressed by December 2021.

Measurable Target:

- Detailed practice guidance will be developed and implemented for working with children and young people, carers and families with disability from a culturally and linguistically diverse background.

Action 2.7

Consider the needs of children and young people, including the specific needs of Aboriginal children and young people with disability as part of a Department for Child Protection Child and Youth Engagement Strategy aimed at establishing partnership approaches to improving care experiences of children and young people.

This action will be addressed by June 2021.

Measurable Target:

- The Department for Child Protection Child and Youth Engagement Strategy will be developed and implemented and will recognise the needs of children and young people with disability.

Action 2.8

Improve the Department for Child Protection's approach to technology provision by considering and addressing the specific and unique needs of children, young people, carers, guardians and staff with disability.

This action will be addressed by April 2021 and will be ongoing.

Measurable Target:

- Submissions for technology changes to include consideration of the disability needs of children, carers, guardians and staff to ensure their disability needs are addressed.

Action 2.9

Develop and implement a workplace learning package to support staff learning in relation to the Working with Diversity Disability Practice Paper and associated documents as part of the Department for Child Protection Practice Approach.

This action will be addressed by December 2021.

Measurable Targets:

- Development of workplace learning program by the Lead Practitioner, Aboriginal Lead Practitioner and the Commissioning, Performance and Disability Directorate.
- Completion of workplace learning program for service delivery staff.

Action 2.10

Improve the Department for Child Protection's capacity to consider and meet the specific and unique needs of children or young people with disability, including Aboriginal children and young people with disability, to support high quality case planning that incorporates the voice of the child or young person.

This action will be addressed by June 2021.

Measurable Targets:

- Case planning and associated reporting will be imbedded within Information Communication Technology functionality.
- The number of children and young people with disability who have a completed and up-to-date case plan will be measured.
- Increase the proportion of children and young people with disability, who have had their views heard and reflected in their case plan; inclusive of cultural planning for Aboriginal children and young people with disability.
- Increase the proportion of children and young people with disability, who have had their views heard and reflected in their Annual Review.
- Improved data and reporting functionality and demographic information resulting from the Information Communication Technology build will be used to analyse and enhance service delivery for children and young people with disability.

Action 2.11

Embed quality governance systems and processes to safeguard, minimise risk, continuously improve service provision, and foster an environment of excellence in service delivery and care for children and young people with disability, their families and carers.

This action will be addressed by December 2021.

Measurable Targets:

- A Quality and Safeguarding Framework will be developed and implemented.
- An integrated incident management system will be implemented.
- Contemporary Standards of Care for children and young people will be published. These will be child-focused, inclusive, measurable and in line with the current legislative framework and the Department for Child Protection system structure.

Action 2.12

Establish a Young Person's Group, as part of the Department for Child Protection Child and Youth Engagement Strategy, which provides opportunity for children and young people with disability to have their views heard.

This action will be addressed by June 2021.

Measurable Target:

- A young person with disability will be included in the Young Person's Group, including an Aboriginal young person with disability.

Action 2.13

Actively promote the www.YourSAY.sa.gov.au website to Department for Child Protection business units and project teams for the external engagement opportunities within their projects, to maximise engagement opportunities with people with lived experience of disability.

This action will be addressed by April 2021.

Measurable Target:

- Use of the www.YourSAY.sa.gov.au website to consult on Department for Child Protection materials will be increased.

Accessible communities

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.

Action 3.1

Develop an Aboriginal specific National Disability Insurance Scheme pre-planning tool to support access to culturally responsive disability supports for Aboriginal children and young people in care with a National Disability Insurance Scheme plan.

This action will be addressed by January 2021.

Measurable Targets:

- An Aboriginal specific National Disability Insurance Scheme pre-planning tool will be available to all Department for Child Protection case managers via the Department for Child Protection Manual of Practice for use prior to attending National Disability Insurance Scheme Planning appointments.
- Identify the number of Aboriginal children and young people in care with an approved National Disability Insurance Scheme plan.

Action 3.2

Ensure Department for Child Protection office programs for children and young people are accessible and maximise opportunities for participation for children with disability support needs.

This action will be addressed by June 2022 and will be ongoing.

Measurable Target:

- Children and young people in care with disability will experience maximised participation in regional office programs.

Action 3.3

Case management regarding program participation of children and young people with a disability to include specific focus on cultural and community needs of Aboriginal children and young people.

This action will be addressed by June 2022 and will be ongoing.

Measurable Target:

- Case plans for Aboriginal children and young people with disability to reflect their program participation needs in a culturally sensitive and informed manner.

Action 3.4

Ensure children and young people, carers and parents with disability are aware of, and understand their legal rights when impacted by decisions made by the department.

This action will be addressed by January 2022.

Measurable Targets:

- Decisions made by the department are accessible and explained clearly to children, parents and carers with disability.
- Information about legal rights arising from Department for Child Protection decision making and actions and other complaints processes are accessible and explained clearly to children, parents and carers with disability.

Action 3.5

Ensure children and young people, carers and parents with disability are aware of, and understand how to provide feedback regarding the Department for Child Protection.

This action will be addressed by December 2020 and will be ongoing.

Measurable Target:

- Information about how to provide feedback and other complaints processes are accessible and explained clearly to children, parents and carers with disability.

Action 3.6

Include children with disabilities in service planning for the Youth Adventure and Recreation Service and ensure that its programming involves children with disability.

This action will be addressed by June 2021 and will be ongoing.

Measurable Target:

- Qualitative feedback of children and young people who have engaged in this service is positive and consistent with the service delivery vision of the Youth Adventure and Recreation Service.

Action 3.7

Consult with non government organisations providing funded services on behalf of the Department for Child Protection to improve access and inclusion with organisations.

This action will be addressed by December 2022.

Measurable Targets:

- Consultation will occur with the non government organisations sector with a focus on access and inclusion and disability training for staff.
- The outcomes of the forum are considered by the Department for Child Protection to inform future requirements.

Action 3.8

Procurement activities will align with the Department for Child Protection Aboriginal Procurement Policy and give appropriate regard to the needs of Aboriginal children and young people with disability.

This action will be addressed by October 2020 and will be ongoing.

Measurable Target:

- Service agreements resulting from application of the Department for Child Protection Aboriginal Procurement Policy will include requirements for Aboriginal children and young people with disability.

Action 3.9

Through the Department for Child Protection Disability Community of Practice, develop a common understanding of disability and developmental delay, and the intersection with trauma between the Department for Child Protection and the non government sector.

This action will be addressed by June 2021 and will be ongoing.

Measurable Targets:

- Host annual Disability Community of Practice forums, open to all interested non government and Department for Child Protection staff.
- Provide information about disability and developmental delay and the intersection with trauma on the Department for Child Protection Service Provider website.

Action 3.10

Ensure workplaces are accessible and any reasonable modification requirements are actioned in a timely manner.

This action will be addressed by October 2020 and will be ongoing.

Measurable Target:

- Receipt of requests for workplace modifications are actioned as soon as practicable.

Action 3.11

Ensure the Department for Child Protection website and intranet meet Web Content Accessibility Guidelines 2.0. This includes plain English writing, site functionality and visual representation of information.

This action will be addressed by October 2022.

Measurable Target:

- Communications and Engagement team members attend regular Department for Child Protection Digital Citizens Unit accessibility training, and other upskill opportunities.

Learning and employment

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.

Action 4.1

Work collaboratively with education to enhance the way children and young people in care with disability receive an early diagnosis and access supports and services.

This action will be addressed by November 2021.

Measurable Targets:

- Opportunities to streamline and coordinate disability and developmental assessments currently used by the Department for Child Protection and the Department for Education will be identified.
- Guidance to support coordinated practice will be developed.
- An information sharing protocol is established.

Action 4.2

Redesign Department for Child Protection funded Supported Independent Living programs, including a specific focus on young people with disability, and ensuring support for Aboriginal young people.

This action will be addressed by February 2021.

Measurable Target:

- Department for Child Protection funded Supported Independent Living programs will include accommodation placements for young people with disability, with a specific focus for Aboriginal young people.

Action 4.3

Recommission the Department for Child Protection Residential Care Disability placements to ensure the delivery of disability, developmental and trauma informed response to children and young people with disability.

This action will be addressed by January 2021.

Measurable Targets:

- Department for Child Protection funded Residential Care Disability placements will include a focus on disability, developmental and trauma informed care.
- The redesign will include ensuring culturally appropriate and safe support for Aboriginal children and young people.

Action 4.4

Deliver a specific focus to support young people with disability to successfully transition from care.

This action will be addressed by March 2021.

Measurable Targets:

- Young people with disability transition from care at 18 years of age with certainty of post care arrangements.
- Proactive planning will include specific attention to the needs of Aboriginal young people with disability.

Action 4.5

Develop guidance to support staff with disability within the workplace.

This action will be addressed by December 2021.

Measurable Target:

- Guidelines are available that promote the benefits of an inclusive workplace and outline a range of measures to promote workplaces that support staff with disability.

Action 4.6

Improve recruitment processes to attract staff with disability to see the Department for Child Protection as an employer of choice.

This action will be addressed by June 2023.

Measurable Target:

- The number of applicants with disability applying for roles is increased.

Disability access and inclusion plan development

Consultation

The Department for Child Protection Disability Access and Inclusion Plan has been developed in consultation with all areas across the department via the Disability Access and Inclusion Plan Working Group. Several targeted consultation presentations were also given outside of the working group to a range of staff and stakeholders. Actions will be embedded within directorate business plans to ensure delivery is achieved in line with the department's Strategic Plan and the objectives of the *Disability Inclusion Act 2018*.

The draft Department for Child Protection Disability Access and Inclusion Plan was uploaded to the Department for Child Protection website on 31 July 2020 in an accessible format and was available for public consultation throughout the month of August. Targeted consultation was sought from various key child protection stakeholders in line with the agreed project communication plan. Department for Child Protection staff were encouraged to provide feedback on the plan via Have Your Say, and this was promoted within various staff bulletins and team meetings. The general public were informed by social media posts on the Department for Child Protection Facebook, LinkedIn and Twitter accounts. A link to the Department for Child Protection draft Disability Access and Inclusion Plan was also made available on the Disability Access and Inclusion Plan Hub, established by the Department of Premier and Cabinet and hosted on the YourSAy website.

A number of options were available for people to provide feedback. A survey was developed and hosted on Survey Monkey and an email address and telephone number were also made available. By the end of the consultation period, 35 people had provided feedback via Survey Monkey, six emails and letters were received and one telephone call. Of the 35 people who provided feedback via Survey Monkey, 25 identified themselves as either a person with disability, a family member or support person of a person living with disability or a disability service provider.

From the total feedback received, one Survey Monkey submission was referred to the Department for Child Protection's Service Delivery and Practice area as the content related to another matter. Two others were referred to the Department of Education as the feedback related to education and access to supports within schools which are better dealt with by the Department of Education.

Relationship to other policies, strategies and frameworks

The Department for Child Protection Disability Access and Inclusion Plan has been developed with consideration to the obligations, and with intent to deliver on the principles of the following legislation, policy and frameworks:

- United Nations Convention of the Rights of Persons with Disabilities
- 2010 to 2020 National Disability Strategy
- Inclusive SA State Disability Inclusion Plan
- The *Children and Young People (Safety) Act 2017* (SA)

- The *National Disability Insurance Scheme Act 2013* (Cwth)
- The *Disability Discrimination Act 1992* (Cwth)
- The *Equal Opportunity Act 1984* (SA)
- The *Work Health and Safety Act 2012* (SA)
- National Principles to Determine the Responsibilities of the National Disability Insurance Scheme and Other Service Systems
- Building Code Australia
- Safe and Well – Supporting families, protecting children
- Investing in their future
- Every effort for every child – South Australia’s strategy for children and young people in care 2020 to 2023
- The Department for Child Protection’s Strategic Plan
- The Department for Child Protection’s Aboriginal Action Plan 2019 to 2020

Implementation process

As part of the implementation of this Plan, the Department for Child Protection will develop an annual reporting framework. Consideration will also be given to how the Plan has improved the access and inclusion experiences of our children and young people, carers and staff with disability.

In line with the Inclusive SA commitment to remain a living document, the Department for Child Protection plan will also remain live to ensure continued alignment and to reflect social, political and environmental changes.