



# DISABILITY ACCESS AND INCLUSION PLAN 2020-2024

Department for Correctional Services

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## Statement from the Chief Executive

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The South Australian Department for Correctional Services (DCS) forms a crucial part of the South Australian justice sector. DCS' core business is to safely, securely and humanely manage its prisoners and offenders, and to provide rehabilitative services and opportunities to them, with an aim to improve recidivism outcomes and to keep the community safe. DCS acknowledges the important work that the South Australian Government has undertaken with respect to the *Disability Inclusion Act 2018* and the consequential establishment of Disability Access and Inclusion Plans (DAIP) for all State Authorities. DCS is therefore committed to improving its services for people with disability, with a particular focus on prisoners and offenders under DCS custody or supervision, as well as providing an environment and culture that supports its staff who live with disability.

DCS recognises the positive contribution of all its staff, and is especially mindful of the importance of diversity in the workplace. The Department has employed staff through Disability Works Australia, and some staff have secured ongoing employment through those channels. DCS will continue to work with employment agencies to ensure that people with disability are included in recruitment opportunities.

In 2016, departmental employee data indicated that approximately 1.4% of the DCS workforce lives with disability, and requires workplace adaptations.<sup>i</sup> DCS acknowledges that reported disability among its workforce may be under-represented due to a variety of reasons such as, fear of judgement or lack of formal recognition or simply due to an unwillingness to share that information. DCS looks forward to a greater understanding of the impacts of disability on its workforce, by ensuring that staff feel comfortable to seek assistance or advice around improving workplace supports.

Alarmingly, it is well known that people with cognitive or psychosocial disability tend to be over-represented in the criminal justice system, with 18% of Australia's general population declaring a disability, whilst up to 50% of people in prison could be affected by disability.<sup>ii</sup> The Council of Australian Government (COAG) *Prison to Work Report*<sup>iii</sup> also found that many disability types are unidentified among Aboriginal and Torres Strait Islander prisoners, resulting in unmet needs for this cohort both within the prison environment and when transitioning to community. As part of our commitment to reducing reoffending, it has been highlighted time and again how important it is to provide services that are holistic and responsive to the unique needs of different prisoner and offender cohorts, and it has become increasingly evident that disability must also be taken into account as part of rehabilitation and reintegration initiatives.

DCS looks forward to establishing, promoting and implementing its new DAIP. It is hoped that our plan will increase access to services and supports for prisoners, offenders and its workforce. Ultimately, the goals outlined within our plan are measurable steps to be taken towards a more equitable future for people with disability, where their rights are prioritised and their participation in the community is maximised.

David Brown

**Chief Executive**

**Department for Correctional Services, South Australia**

## DCS Contact Information

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DCS welcomes feedback and suggestions on our DAIP. The DAIP will be reviewed within a four year period, and therefore your feedback will be helpful in shaping future plans.

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## Disability in the South Australian Population and Workforce

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The *Disability Inclusion Act 2018 (SA)* defines disability in relation to a person as including long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others.

The Australian Productivity Commission's Report on Government Services (RoGS) indicates that in South Australia, 4.8% of the total population aged 5-64 is living with a form of disability, that has a severe or profound limitation on their core activities.<sup>iv</sup> Of that percentage, nearly 90% per cent had a specific limitation or restriction that meant they were limited in the core activities of self-care, mobility or communication, or restricted in education or employment.

In South Australia, the proportion of people with disability, aged 5-64 years, who reported that their main reason for not leaving home is due to a disability, was approximately 26%, and that figure jumped to almost 40% for people with profound or severe disability. This highlights that the South Australian community has a lot of work to do to provide for a more inclusive and accessible environment, so that if people with disability are willing and able to leave their homes, it becomes easier for them to do so.

The most recent 2020 RoGS <sup>v</sup> indicates that the proportion of all people with disability in South Australia aged 15-64 years and who are employed, is approximately 50%. When comparing that figure with people of the same age group who are not classed as having a disability, their employment figure is significantly higher with approximately 81.6% being employed. In 2015, the proportion of people with disability who were underemployed in the South Australian workforce (either not employed at all, or not employed at full capacity), was approximately 10%, a figure that was much higher than the general population unemployment rate at that time. These statistics demonstrate two key points being, that workplaces need to recognise that some staff whether it is known or not, do have a disability and it is important to ensure that they have appropriate access and resources in place to support their success in the workplace; and secondly it demonstrates that more needs to be done to encourage people with disability to participate in the workforce, where possible.

## Disability Legislation and the DAIP

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In the broader context, the Commonwealth legislation (*Disability Discrimination Act 1992*) and SA legislation (*Equal Opportunity Act 1984*) and the SA (*Disability Services Act 1993*), are all instrumental in preventing discrimination and promoting the rights of people, including those with disability.

The *Disability and Inclusion Act 2018* was passed in the South Australian Parliament, and published in the Government Gazette in June 2018. The establishment of this Act is to promote the rights of people with disability and in particular their rights to be included in the community and supported as equal citizens to reach their highest potential.

Prior to the establishment of the *Disability Inclusion Act 2018*, in 2008 Australia committed to an initiative from the *United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)* to continually strive to improve the lives of people with disability. Further to this commitment, a report release entitled *Strong Voices: A Blueprint to Enhance Life and Claim the Rights of People with Disability in South Australia (2012-2020)*<sup>vi</sup> was influential in highlighting access and inclusion factors for people with disability.

The Disability Access and Inclusion Plan (DAIP) was born as a result of the *Disability Inclusion Act 2018*. It is the responsibility of all State Authorities including DCS: to have a DAIP in place; to call for submissions on their DAIP; to publish it on their website and the Government Gazette; and to report on the plans annually and review them within a four year period.

The underpinning principles of the DAIP are further guided by the National Disability Strategy (NDS) principles of:

- Individual autonomy
- Non-discrimination
- Participation and inclusion in society
- Acceptance of people with disability as part of human diversity
- Equal opportunities and accessibility
- Equality for men and women
- Respect for the rights of children with disabilities <sup>vii</sup>

It is therefore DCS' role as a government agency to ensure that mainstream services, programs and infrastructure are meeting the needs and requirements of people with disability; our workforce is diverse and inclusive of people with disability; and appropriate supports are in place to ensure the success of people with disability in the workplace.

## Four Key Objectives for DAIP

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The DAIP policy directions are centred on four key policy action areas, with careful consideration also being given to the South Australian context. This approach is in line with current national and state government frameworks that have shifted focus from service provision to a rights-based and person-centred approach. Essentially, this aims to result in supporting individual choice, control and independence. The four overarching objectives are listed below and within these four objectives lie state key priorities. DCS outlines its response to DAIP objectives and priorities from **page 8**, with a list of goals and associated actions that the department will work towards over the life of this four year plan.

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#### **Objective 1 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.*

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#### **Objective 2 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.*

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#### **Objective 3 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.*

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#### **Objective 4 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.*

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### **DAIP in the context of DCS**

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The DAIP acknowledges diversity within the workforce, and with particular reference to the contribution that people with disability make. The primary aim is to identify barriers for inclusion or access to services for people with disability, and how the Department can assist in overcoming such barriers.

The DAIP within the context of DCS is also responsible for ensuring accessibility and services for prisoners living with disability, for example, ensuring a prisoner's ability to access programs is not limited by a disability such as vision; hearing; or cognitive impairment, as well as being able to access facilities if they are physically impaired.

A secondary aim of the DAIP is to keep people with disability safe from violence, exploitation or neglect. There is evidence to suggest that people with disability are more vulnerable to violence, exploitation and neglect, particularly in institutional contexts where violence may be more common. People with disability are more likely to be victims of crime and there are indicators that women are also at increased risk. <sup>viii</sup>

### **DCS Staff Context**

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- ❖ As at March 2020, DCS employed 1948 staff, with approximately 1024 being Correctional Officers, 366 Community Corrections staff and 273 Central Office staff.
- ❖ Employees are able to self-record disability information on the CHRIS HR21 self-service kiosk system.
- ❖ Disability is expected to be under reported within the agency.
- ❖ Age-related disability onset is assumed to be under reported due to the view that it is a normal part of the ageing process, and also due concerns around stigma and/or job security.
- ❖ Staff have secured employment with DCS via Disability Employment Service (DES) providers, however direct links with DES providers are not yet established in practice for recruitment purposes.

- ❖ DCS 2018-19 Annual Report references the *Equal Opportunity Act 1984*, and makes mention of the introduction of part-time employment to offer staff greater employment flexibility.
- ❖ DCS staff have been encouraged to provide feedback on the creation of this DAIP to inform priorities for progress, to better support people with disability to participate meaningfully and successfully in the workplace.

### DCS Prisoner and Offender Context

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- ❖ DCS 2018-19 Annual Report references average prisoner daily numbers at approximately 2900, and approximately 7% of that population are women offenders.
- ❖ Approximately 6000 offenders in the community, are under the supervision of DCS, with approximately 17% of that figure being women offenders.
- ❖ Disabilities that arise from mental health conditions, known as psychosocial disability, are likely the most significant disabilities that present in the prisoner cohort, and such disabilities tend to be largely over-represented in this population, with comparison to the general population.
- ❖ Disability is currently not recorded electronically for prisoners and offenders.
- ❖ Information regarding NDIS support for prisoners and offenders has only recently been made available on the DCS Justice Information System (JIS), as of August 2020.
- ❖ DCS currently supports a variety of research projects which relate to disability and in particular, which look at brain injury prevalence among prisoners; and assessing disability needs of Indigenous prisoners.
- ❖ Less than 5% of the South Australian population identifies as being Aboriginal, however in the South Australian prison context, Aboriginal people are significantly over-represented, accounting for approximately 25% of all prisoners.

### DCS Key Highlights (staff)

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- ❖ As a result of whole of government initiatives, the introduction of flexible working arrangements have been made available to Correctional Officers (previously not widely available), and DCS is also investigating the option of casual Correctional Officer employment which will create further flexibility.
- ❖ Introduction of Wellbeing and Resilience Training offered as a two-day workshop for all staff.
- ❖ Inclusion of a requirement for hiring managers to consider the DAIP when seeking to fill vacancies, given its significance as a Chief Executive and State Government wide objective.
- ❖ DCS participation in workshops pertaining to the development of a State DAIP.
- ❖ Principal Advisor, Offender Services provided information at Correctional Officer training sessions on how disability can present in the prisoner cohort, including information from a mental health perspective.

### DCS Key Highlights (prisoners/offenders)

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- ❖ DCS Offender Services has implemented an NDIS program that supports eligible prisoners/offenders to access the scheme. DCS has established a partnership and meets fortnightly with the NDIA and actively maintains links to the NDIS Justice Liaison Officer. A key focus of the program is to improve prisoners and offenders' access to disability assessments, referrals and supports, thereby improving outcomes. Prisoners/offenders who receive assistance and supports through the NDIS are less likely to reoffend and more likely to build their capacity to become contributing community members. DCS has successfully referred 130 prisoners with a further 80 in progress as of July 2020. Note: 53 of the 130 are Aboriginal Prisoners.
- ❖ Continued liaison with the South Australian Disability Advocate regarding NDIS access for prisoners.
- ❖ Engaged in a partnership with SA Health with regards to an Aboriginal Model of Care, which identifies evidenced based approaches to providing health care to Aboriginal prisoners via Aboriginal Health Workers.
- ❖ Continued partnership with Forensic Mental Health and the Office of the Chief Psychiatrist, which has resulted in an assurance that prisoners continue to receive mental health support when discharged back

to custody following an inpatient admission. Changes to processes have also resulted in improved identification of mental health diagnosis and psychosocial disability and increased referrals to the NDIS.

- ❖ Pilot programs tailored to prisoners/offenders with cognitive impairment, including Violence Prevention Program (VPP-ME) and Sexual Behaviour Clinic (SBC-ME).
- ❖ Engagement of Workskil Australia to provide specialist services for prisoners with disability, wanting to join the Work Ready, Release Ready Program.
- ❖ DCS Offender Services has developed a partnership with the Lifetime Support Authority (LSA) to ensure any LSA participant that is in custody is identified and their disability supports continue to be provided. The Offender Services team are the point of contact and link the LSA into the prison system. This process ensures LSA participants receive community equivalent disability support whilst in custody.
- ❖ DCS is also represented by the Principal Advisor, Offender Services on the NDIA Justice Sub Senior Officials Working Group, a national focussed working group that links into the Disability Reform Council of Australia.

## DCS DAIP Alignment with Strategies, Frameworks, Policies, Procedures & State Disability Access and Inclusion Plan

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The DCS DAIP aligns with the Department's **Strategic Plan 2018-22** in terms of valuing equity, diversity and cultural inclusion; building a flexible and diverse workforce; and providing targeted support for offenders with disabilities and complex mental health needs.

The DAIP also aligns with the following key documents:

- ❖ The South Australian Public Sector Diversity and Inclusion Strategy (DCS Diversity and Inclusion Strategy)
- ❖ SA Public Sector Disability Employment Strategy, Plan and Toolkit
- ❖ Aboriginal Strategic Framework
- ❖ 10by20 Strategy
- ❖ Joint Systems Protocol (between DCS and SA Health)
- ❖ Humane Care (Policy 08)
- ❖ Aged Prisoner Care (Policy 27)
- ❖ Management and Restraint of Mentally Unwell Prisoners (Policy 42)
- ❖ Work Health and Safety Management System (Policy 16)
- ❖ Gender Equality and Respect Action Plan

DCS will give effect to the *State Disability Access and Inclusion Plan* by ensuring goals and strategies listed in the charts below, are in alignment with the identified State priorities.



## DCS Response to DAIP Objectives

KEY: On track  Not Started  Overdue   
Q=Relevant Quarter of year.

### Objective 1: 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.*

State Disability Plan Priorities:

Priority 1: Involvement in the community

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress
1 Investigate alternative options to prison for suitable candidates with cognitive and/or intellectual disability.	<i>Executive Director, Offender Development.</i> <i>(Key Task 1 &amp; 2).</i>	<ol style="list-style-type: none"> <li><b>Complete an environmental scan; consult <i>Criminal Law Consolidation Act (Part 8A, Mental impairment)</i>; and research alternative options to prison for people with cognitive and/or intellectual disability.</b></li> <li><b>Complete environmental scan to include alternative options to prison for Aboriginal people with disability, in regional institutions.</b></li> </ol>	Q4 2020	Q4 2021	



Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress
<p>2 Tailor responses to offender cohorts, with consideration for disability.</p>	<p><i>Executive Director, Offender Development.</i> <i>(Key Tasks 1, 2, 3 &amp; 5).</i></p> <p><i>Executive Director, iSafe and End to End (E2E) Case Management.</i> <i>(Key Task 4).</i></p>	<p><b>3. Drive initiatives that respond to women’s diversity and complexity (including mental health/psychiatric considerations and other disabilities) in both custody and the community.</b></p> <p><b>4. As part of the End-to-End (E2E) Case Management program, scope a customised approach to better target the needs of complex offenders with a disability.</b></p> <p><b>5. Through established connections with the NDIS: scope, develop and trial a disability assessment screening tool to help identify and support effective planning for those with a disability (including psychosocial disability that relate to mental health and/or psychiatric conditions).</b></p>	<p><b>Q1 2021</b></p>	<p><b>Q1 2024</b></p>	
<p>3 Seek feedback from staff with disability regarding barriers to access and inclusion.</p>	<p><i>Executive Director, People and Business Services.</i></p>	<p><b>6. Inform a future Disability Access and Inclusion Plan for 2024 and beyond, by engaging staff via a survey, to understand their perceptions on the current DAIP’s effectiveness and to determine disability related barriers they have encountered which have not been addressed by the current plan, to inform future actions and goals.</b></p>	<p><b>Q3 2023</b></p>	<p><b>Q1 2024</b></p>	



Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress
(Based on lived experiences).					

**Objective 2: 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.*

State Disability Plan Priorities:

Priority 4: Participation in decision-making

Priority 5: Leadership and raising profile

Priority 6: Engagement and consultation



Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress	
1	Provide a mechanism to support employees with disability, to continue to participate meaningfully in the workplace.	<i>Executive Director, People and Business Services.</i> <i>(Key Task 1, 2 &amp; 3).</i>	<ol style="list-style-type: none"> <li><b>1. Upload Access Plans onto DCS Intranet site, and promote access plans via DCS:ALL email. This will provide employees across the agency with the opportunity to advocate any accessibility requirements to support their employment with the Department, as part of the Performance Development Plan (PDP).</b></li> <li><b>2. Engage the Office of the Commissioner for Public Sector Employment to provide information to managers for understanding the Access Plan tool.</b></li> <li><b>3. Create a DAIP Impact Statement and ensure it is included in all templates, as part of policy; Standard Operating Procedures (SOPs); Executive Group Summary Sheet; development and project planning.</b></li> </ol>	Q2 2021	Q4 2021	
2	Include a focus on women with a disability in the consultation and development of a new Women Offenders	<i>Executive Director, Offender Development.</i> <i>(Key Task 4, 5 &amp; 6).</i>	<ol style="list-style-type: none"> <li><b>4. Consult on a new 5-year action plan as part of the Women Offender Framework, and include actions regarding targeted responses for female prisoners and offenders with disability.</b></li> <li><b>5. Undertake research and drive approaches that specifically respond and target women's complex</b></li> </ol>	Q1 2020	Q2 2020	



Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress
Framework and 4 Year Action Plan.		<p>needs in both custody and community, including working closely with mental health/health providers, migrant services and disability providers.</p> <p>6. Scope and trial a women offender assessment tool for social work application, which will better capture the needs of women entering custody and community corrections, including their disability and mental health needs. (To complement work being undertaken as part of E2E project).</p>			
			Q4 2020	Q4 2021	

**Objective 3: 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.*

State Disability Plan Priorities:

Priority 7: Universal Design across South Australia

Priority 8: Accessible and available information



Priority 9: Access to services

Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress
1	<p>Audit induction process documentation for staff, volunteers and visitors, about on-site accessibility for all DCS sites.</p> <p><i>Deputy Chief Executive (State-wide Operations).</i> (Key Task 1).</p> <p><i>Executive Director, People and Business Services.</i> (Key Task 1).</p> <p><i>Executive Director, Community Corrections and Specialist Prisons.</i> (Key Task 1).</p>	<p><b>1. New employee, volunteer or visitor induction packs updated to include on-site accessibility options.</b></p>	<p>Q2 2021</p>	<p>Q4 2021</p>	
2	<p>Facilitate NDIS assessments through proactive case planning.</p> <p><i>Deputy Chief Executive (State-wide Operations).</i> (Key Tasks 2 &amp; 3).</p> <p><i>Executive Director, Community Corrections and Specialist Prisons.</i> (Key Tasks 2 &amp; 3).</p>	<p><b>2. Implement a scalable model that addresses the need for proactive NDIS referrals and assessments for prisoners and offenders with disability, to assist with tailored case planning. (Including all disabilities that meet NDIS requirements, including psychosocial disability that relate to mental health and/or psychiatric conditions).</b></p>	<p>Q4 2020</p>	<p>Q4 2022</p>	



Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress
3	Review Community Corrections Practice Manual to reflect liaison with incoming disability agencies and services.	<i>Executive Director, Community Corrections and Specialist Prisons.</i>  (Key Task 4 & 5).	<p><b>3. Ensure updated information is incorporated in Community Corrections manual regarding contacts with disability agencies in lieu of Disability SA.</b></p> <p><b>4. Ensure information is added about managing offenders in community, who are engaged with disability services.</b></p>	Q4 2020	Q2 2021
4	Ensure disability accessibility and design requirements are considered.	<i>Executive Director, People and Business Services.</i>  (Key Task 6).	<p><b>5. Capital works projects ensure consideration of the following:</b></p> <ul style="list-style-type: none"> <li>○ Ramps; disability accessible showers in a safe area.</li> <li>○ Building design factors in legislative requirements but also unique features for the prisoner cohort, via consultation</li> </ul>	Q1 2020	Ongoing



Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress	
		<p>with allied health experts (i.e. Occupational therapists).</p> <p>6. Scan current digital assets and identify opportunities for accessibility improvements. Create and publish a digital asset creation standard to meet Accessibility Guidelines (e.g. Web Content Accessibility Guideline Level AA for DCS websites, Intranet, eLearning content accessibility, transcript/subtitles for video or audio content).</p>	Q4 2023	Q4 2024		
5	Undertake an accessibility review of Community Corrections sites.	<i>Executive Director, People and Business Services.. (Key Task 7).</i>	7. Undertake a review of all DCS Community Corrections sites is undertaken and subsequent advice is provided to DCS Executive on any modifications required, i.e. ramps, hand-rails.	Q4 2022	Q4 2023	
6	Develop mechanisms to record disability for prisoners and offenders to	Executive Director, Offender Development. <i>(Key Task 8).</i>	8. Ensure iSAFE's data strategy and system design captures and supports effective case planning for the management of prisoners and offenders with a disability. A new	Q3 2020	Q4 2022	



Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress
<p>assist with case management and discharge planning.</p>	<p>Executive Director, iSAFE &amp; End to End Case Management. <i>(Key Task 9).</i></p> <p><i>Executive Director, Community Corrections and Specialist Prisons.</i> <i>(Key Task 10).</i></p>	<p><b>offender management system should capture basic information including:</b></p> <ul style="list-style-type: none"> <li>○ <b>Prisoner disability information.</b></li> <li>○ <b>Prisoner NDIS plan approval status.</b></li> <li>○ <b>NDIS provider/key contact.</b></li> <li>○ <b>Previous and current Disability Support provisions.</b></li> </ul> <p><b>9. Review Community Corrections intake form to include questions about:</b></p> <ul style="list-style-type: none"> <li>○ <b>Disability self-disclosure.</b></li> <li>○ <b>Disability Support Pension recipient.</b></li> <li>○ <b>NDIS provider, if applicable.</b></li> </ul>	<p>Q4 2020</p>	<p>Q2 2021</p>	



Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress
7	<p>Review DCS emergency and evacuation plans and procedures.</p> <p><i>Deputy Chief Executive (State-wide Operations).</i> (Key Task 11).</p> <p><i>Executive Director, Community Corrections and Specialist Prisons.</i> (Key Task 11).</p> <p><i>Executive Director, People and Business Services.</i> (Key Task 11 &amp; 12).</p>	<p><b>10. Review both emergency response procedures and evacuation procedures to ensure they demonstrate how disability accessibility will be addressed. (This includes Standard Operating Procedures that related to prisons).</b></p> <p><b>11. Emergency Wardens are provided with training and/or information regarding how to assist people with special access requirements, in the event of a building evacuation.</b></p>	<p>Q4 2020</p>	<p>Q4 2021</p>	
8	<p>Strive to improve access for prisoners to specialised criminogenic programs.</p> <p><i>Executive Director, Offender Development.</i> (Key Task 13).</p>	<p><b>12. Report annually as part of the DAIP on the delivery of the Sexual Offender Program (SBC-me) and Violence Prevention Program (VPP-me) for prisoners and offenders with cognitive deficits. Reporting is to include numbers of prisoners who have been admitted to the program; as well as numbers who successfully complete the program.</b></p>	<p>Q4 2020</p>	<p>Ongoing</p>	



**Objective 4: 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.*

State Disability Plan Priorities:

Priority 10: Better supports within educational and training settings

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

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

Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress
1 Demonstrate a value for staff diversity and strive to meet employment targets for people with disability in criminal justice agencies.	<i>Executive Director, People and Business Services.</i>  <i>(Key Task 1, 2, 3 &amp; 4).</i>	<ol style="list-style-type: none"> <li><b>Build a relationship with disability employment service providers to promote available positions within DCS, in line with the SA Public Sector Disability Employment Strategy, Plan and Toolkit.</b></li> <li><b>Include a statement in ‘Advice to Applicants’ recruitment form, which acknowledges DCS’ commitment towards a diverse and inclusive workforce, and encourages applicants with disability to apply.</b></li> <li><b>Incorporate a process in recruitment to ensure interview candidates are asked if they require any access arrangements (i.e. wheelchair access, literacy supports; accessible formats for interview questions). Modify the selection panel report template to include advice regarding ‘access arrangements’.</b></li> </ol>	Q2 2021	Q4 2023	



Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress	
		4. <b>Promote the national hub for workplace and employment information regarding disability: Job Access. Create links from the DCS intranet to Job Access and promote it to hiring managers within DCS.</b>	Q3 2021	Q2 2022		
2	Encourage prisoners with disability to enhance their essential life-skills, to promote independence and self-sufficiency.	<i>Deputy Chief Executive (State-wide Operations). (Key Task 5). Executive Director, Community Corrections and Specialist Prisons. (Key Task 5).</i>	5. <b>Investigate the potential to provide essential life-skills training for prisoners with disability (For example, assistance with shopping, cooking and managing budgets).</b>	Q4 2022	Q4 2023	
3	Engage prisoners with disability to	<i>Deputy Chief Executive (State-wide Operations).</i>	6. <b>As part of prisoner case planning, investigate employment options for prisoners with disability.</b>	Q2 2021	Ongoing	



Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress
undertake activities to build their skills and job readiness.	(Key Task 7). <i>Executive Director, Community Corrections and Specialist Prisons.</i>	7. <b>Build capacity for Work Ready, Release Ready (WRRR) to support prisoners with disability in finding suitable employment upon release, via engagement with JobAccess and specialised disability employment agencies.</b>	Q2 2021	Q4 2022	
	(Key Task 7). <i>Executive Director, Offender Development.</i> (Key Task 8).				
4 Investigate disability awareness training for all staff.	<i>Executive Director, People and Business Services.</i> (Key Task 9, 10, 11 & 12).  <i>Deputy Chief Executive</i>	8. <b>Provide an e-learning disability awareness module for all DCS staff.</b>  9. <b>Update the Values, Ethical and Respectful Behaviours (VERB) training course, to include information regarding disability in the workforce, prisoners and offenders and the <i>Disability Inclusion Act 2018</i>.</b>  10. <b>Leverage the face-to-face Disability Awareness Training package coordinated through JobAccess and Office of the Commissioner for Public Sector Employment. Arrange for</b>	Q1 2021	Q4 2021	



Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress
	(Key Task 10).	<p>DCS staff to be trained to deliver package and then to implement sessions for DCS.</p> <p>11. Investigate opportunity to leverage Commonwealth NDIS training for custodial staff to increase their awareness and understanding of disability.</p> <p>12. Update the Correctional Officer Training Course (COTC) course and the Advanced Skills training course content to include information about managing prisoners and offenders with disabilities, and in particular, conditions that often present in this cohort such as Fetal Alcohol Syndrome and more broadly, acquired brain injury. Context to be given to Correctional Officers regarding how these disabilities can affect language, memory, attention, impulse-control and ability to follow instructions. (Ensure</p>	Q4 2022	Q4 2023	
			Q3 2021	Q4 2022	
			Q4 2021	Q4 2023	



Goal	Lead Responsibility	Key Tasks	Commencement Timeframe	Completion Timeframe	State of Progress
		liaison with Principal Advisor, Offender Services or other appropriate person, to inform content).			

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### Acronyms

ABS	Australian Bureau of Statistics
COAG	Council of Australian Government
COTC	Correctional Officer Training Course
DAIP	Disability Access and Inclusion Plan



DCS	Department for Correctional Services
DES	Disability Employment Service
DHS	Department of Human Services
LSA	Lifetime Support Authority
NDIA	National Disability Insurance Agency
NDIS	National Disability Insurance Strategy
NDS	National Disability Strategy
RoGS	Report on Government Services
SBC-ME	Sexual Behaviour Clinic (for cognitively impaired prisoners)
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
VPP-ME	Violence Prevention Program (for cognitively impaired prisoners)
10by20	Reducing Re-offending 10% by the year 2020

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## Appendices

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### Appendix 1

### Consultation and Work Plan.





## Disability Access and Inclusion Plan (DAIP) 2020-2024.

Completed  In Progress  Not Started 

No.	Activity	Actions / Description	Completion Timeframe	Comments	Tracking
<b>1. Environmental scan</b>					
a)	Legislation	<ul style="list-style-type: none"> <li>Review <i>Disability Inclusion Act 2018</i> and associated Regulations.</li> </ul>	December 2018 to November 2019.	Nil.	
b)	Jurisdictional documentation	<ul style="list-style-type: none"> <li>Review disability and inclusion plans or frameworks from interstate jurisdictions and use as a guide to inform content for DCS DAIP.</li> </ul>	February 2018 to August 2018.	Nil.	
c)	State Government DAIPs	<ul style="list-style-type: none"> <li>Review previous DCS DAIP and pull out relevant key actions that have not been achieved, for consideration in new DAIP.</li> <li>Review DAIP from other agencies (i.e. SAPOL and DEW).</li> <li>Review content in State DAIP.</li> </ul>	August 2018 to August 2019.	Nil.	
d)	NDIA	<ul style="list-style-type: none"> <li>Refer to National Disability Strategy and incorporate key principles in DCS DAIP.</li> </ul>	July 2018 to October 2018.	Nil.	
e)	Human Rights Commission	<ul style="list-style-type: none"> <li>A Future Without Violence: Quality, safeguarding and oversight to prevent and address violence against people with disability in institutional settings (paper for noting).</li> </ul>	July 2018.	Nil	
f)	DCS documentation review	<ul style="list-style-type: none"> <li>Review of practice manuals; strategic plan; business plan; policies and operating procedures to ensure actions for DCS DAIP reflect business priorities.</li> </ul>	January 2019 to March 2019.	Nil.	
<b>2. DCS stakeholder engagement and consultation</b>					



No.	Activity	Actions / Description	Completion Timeframe	Comments	Tracking
a)	Liaise with HR representatives.	<ul style="list-style-type: none"><li>Establish feasible actions and strategies in line with business needs.</li></ul>	August 2019 to December 2019.	Nil.	
b)	Liaise with Principal Advisor, Offender Services.	<ul style="list-style-type: none"><li>Establish feasible actions and strategies in line with business needs.</li></ul>	March 2019 to December 2019.	Nil.	
c)	Liaise with Principal Advisor, Women Offender.	<ul style="list-style-type: none"><li>Establish feasible actions and strategies in line with business needs.</li></ul>	January 2019-September 2019.	Nil.	
d)	Liaise with Security and Emergency Management and; Operational Support and Performance branch.	<ul style="list-style-type: none"><li>Establish feasible actions and strategies in line with business needs.</li></ul>	January 2020 to February 2020.	Nil.	
e)	Liaise with Principal Advisor, Community Corrections.	<ul style="list-style-type: none"><li>Establish feasible actions and strategies in line with business needs.</li></ul>	January 2019-September 2019.	Nil.	
f)	Liaise with Aboriginal Services Unit.	<ul style="list-style-type: none"><li>Establish feasible actions and strategies in line with business needs.</li></ul>	August 2019 to December 2019.	Nil.	
g)	Liaise with Rehabilitation Programs branch.	<ul style="list-style-type: none"><li>Establish feasible actions and strategies in line with business needs.</li></ul>	August 2019 to December 2019.	Nil.	
h)	Liaise with Workforce Planning and Development.	<ul style="list-style-type: none"><li>Establish feasible staff training actions and strategies in line with business needs.</li></ul>	January 2020 to February 2020.	Nil.	



No.	Activity	Actions / Description	Completion Timeframe	Comments	Tracking
i)	Liaise with Workforce Management	<ul style="list-style-type: none"> <li>Establish feasible staff training actions and strategies in line with business needs.</li> </ul>	January 2020 to February 2020.	Nil.	
j)	Liaise with Injury Prevention Branch.	<ul style="list-style-type: none"> <li>Explore feasible actions and strategies in line with business needs.</li> </ul>	January 2020 to February 2020.	Nil.	
k)	Liaise with Asset Services.	<ul style="list-style-type: none"> <li>Explore feasible actions and strategies in line with business needs.</li> </ul>	January 2020 to February 2020.	Nil.	
l)	Liaise with: Department of Human Services. Inclusive SA.	<ul style="list-style-type: none"> <li>Maintain dialogue with DHS and Inclusive SA, to provide advice along the way, for the development of the DAIP.</li> <li>Explore information sessions and public forums (i.e. attend State DAIP consultation forums); disability employment forums facilitated by state government/JobAccess.</li> <li>Provide DCS DAIP to Inclusive SA for feedback.</li> </ul>	July 2018-August 2020.	Nil.	
m)	Liaise with People and Culture division (Department of the Premier and Cabinet).	<ul style="list-style-type: none"> <li>Liaise with key contacts for Disability Awareness and Inclusion e-learning module.</li> </ul>	August 2020 to March 2020.	Nil.	
<b>3. DAIP draft finalisation</b>					
a)	DHS guidelines/template.	<ul style="list-style-type: none"> <li>Ensure DCS DAIP is in line with provided guidelines and encompasses key elements of DHS template.</li> <li>Ensure DCS DAIP addresses all mandated requirements i.e.:               <ul style="list-style-type: none"> <li>-women, children, Aboriginal and Torres Strait Islander people, culturally and linguistically diverse people.</li> <li>-measures ensuring people with disability can access mainstream supports and services.</li> <li>-address needs of people with disability in programs and services.</li> </ul> </li> </ul>	February 2020-May 2020.	Nil.	



No.	Activity	Actions / Description	Completion Timeframe	Comments	Tracking
		<ul style="list-style-type: none"> <li>-employment.</li> <li>-access to built environments, events and facilities.</li> <li>-access to information and communication.</li> </ul>			
b)	DCS Directors and key stakeholders.	<ul style="list-style-type: none"> <li>• Provide DAIP draft to DCS key stakeholders for feedback/consultation on established actions.</li> <li>• Update DAIP to encompass any recommended changes.</li> </ul>	July 2020.	Nil.	
c)	DCS Executive Group (Including Chief Executive).	<ul style="list-style-type: none"> <li>• Provide DAIP to Executive members for feedback and endorsement of document and noting of consultation plan.</li> </ul>	July 2020.	Nil.	
d)	DAIP versions	<ul style="list-style-type: none"> <li>• Specify accessible versions to be made available upon request.</li> </ul>	July 2020- August 2020.	Nil.	
<b>4. Consult on DAIP</b>					
a)	Call for submissions	<ul style="list-style-type: none"> <li>• Upload DAIP to external DCS website.</li> <li>• DCS CE email to ALL STAFF requesting consideration and feedback.</li> <li>• Call for feedback/submissions via YourSay Hub via uploading of DAIP on Hub.</li> <li>• Call for submissions from selected DCS external stakeholders.</li> <li>• Disability Engagement Group invited to provide feedback.</li> </ul>	August 2020.	Nil.	
<b>5. DAIP Publication</b>					
a)	Publish DAIP	<ul style="list-style-type: none"> <li>• DAIP and all associated appendices, to be uploaded to DCS external website.</li> <li>• DAIP to be published in Government Gazette.</li> </ul>	By 31 October 2020.	Nil.	



No.	Activity	Actions / Description	Completion Timeframe	Comments	Tracking
b)	Notification to CE DHS	<ul style="list-style-type: none"> <li>Provide advice to CE DHS, that DCS DAIP has been prepared and published, in accordance with guidelines.</li> </ul>	November 2020 to December 2020.	Nil.	
c)	Annual DAIP report	<ul style="list-style-type: none"> <li>Report on operation of DAIP annually.</li> </ul>	On 31 October 2021, and each subsequent year by the same date.	Nil.	
<b>6. DAIP reporting</b>					
a)	Seek endorsement from CE re governance for DAIP	<ul style="list-style-type: none"> <li>Briefing to CE regarding establishment of a Working Group for the DAIP to drive progress and be central to DHS reporting.</li> <li>As part of governance advice process, consider opportunity to establish a group and process that considers DAIP along with other strategic plans.</li> </ul>	August 2020 to October 2020.	06/08/2020 Daniela prepared briefing to CE to be progressed in due course.	
<b>7. DAIP Review</b>					
a)	DAIP Review	<ul style="list-style-type: none"> <li>Conduct a review of the DAIP, on its operation and effectiveness over a four-year period.</li> <li>Provide a report to the CE DHS, on the review.</li> </ul>	In 2024.	Nil.	

## References

<sup>i</sup> Department for Correctional Services, Annual Report 2015-16, Government of South Australia

<sup>ii</sup> "I needed help, Instead I was punished", Abuse and Neglect of Prisoners with Disabilities in Australia, Human Rights Watch, February 6, 2018



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[https://www.hrw.org/sites/default/files/report\\_pdf/australia0218\\_web.pdf](https://www.hrw.org/sites/default/files/report_pdf/australia0218_web.pdf)

iii <https://www.coag.gov.au/sites/default/files/reports/prison-to-work-report.pdf>

iv Report on Government Services 2019, Part F Chapter 15, Attachment tables 15A.9, Productivity Commission, Government of Australia

v <https://www.pc.gov.au/research/ongoing/report-on-government-services/2020/community-services/services-for-people-with-disability>

vi [https://dhs.sa.gov.au/\\_data/assets/pdf\\_file/0004/13567/strong-voices-a-blueprint.pdf](https://dhs.sa.gov.au/_data/assets/pdf_file/0004/13567/strong-voices-a-blueprint.pdf)

vii Principles of NDS, NDS Strategy 2010-2020, Council of Australian Governments

viii Policy Direction 4, NDS Strategy 2010-2020, Council of Australian Governments

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