

## **Acknowledgement of Country**

ForestrySA acknowledges and respects Aboriginal people as the State's first people and recognises their traditional relationship with Country.

We acknowledge that the spiritual, social, cultural and economic practices of Aboriginal people come from their traditional lands and waters, and that the cultural and heritage beliefs, languages and laws are still of importance today.

This Disability Access and Inclusion Plan (DAIP) is available on the ForestrySA website.

If you would like to provide feedback or require a copy in an alternative format, (such as Easy Read, large font, electronic format (disk or emailed), audio or Braille), please contact ForestrySA via the website.

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## Definitions

**DAIP – Disability Access and Inclusion Plan**, in relation to a State authority, means the disability access and inclusion plan, as in force from time to time, prepared by the State authority.

**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 an equal basis with others.

**Inclusion**, organisational effort and practices in which different groups or individuals having different backgrounds or abilities are culturally and socially accepted and welcomed, and equally treated.

**State authority**, an administrative unit, agency or instrumentality of the Crown.

**State Disability Inclusion Plan**, the South Australian Government's first State Disability Inclusion Plan, committed to creating an accessible and inclusive South Australia based on fairness and respect.

## About ForestrySA

The South Australian Forestry Corporation was established on 1 January 2001 under the *South Australian Forestry Corporation Act 2000*. Trading as ForestrySA, the business is subject to the provisions of the *Public Corporations Act 1993*.

Legislation administered by ForestrySA includes the *Forestry Act 1950* (including the Forestry Regulations 2013) and the *South Australian Forestry Corporation Act 2000*.

ForestrySA's responsibilities as a commercial, conservation and recreational forest manager are set out in the South Australian Forestry Corporation Charter. This document details the South Australian Government's priorities and requirements of the business.

ForestrySA's commercial role is management of more than 10,000ha of plantation pine in the Mount Lofty Ranges. As a plantation manager, ForestrySA's focus is the production of log which our customers convert into a range of structural and non-structural timber products. Most timber is sold to regional domestic markets, with some exported according to quality and demand.

ForestrySA's conservation role involves management of more than 16,000ha of native forest located within South Australia's Mount Lofty Ranges and Green Triangle regions. These forests are managed and protected for conservation purposes, with significant cultural, heritage and biodiversity values found in these areas.

All plantation and native forest areas under ForestrySA management are widely used and valued by the community for many varied recreational purposes. It is ForestrySA's intention to continue to promote this unique opportunity in line with its commitment to providing a safe and accessible environment that everyone in the community can enjoy.

## Staff profile

The following table represents staff working with or without a disability. A total of 2.25% of ForestrySA staff are working with a disability which has remained consistent for at least the last five years. A recent survey conducted in 2020 identified 10.8% of staff who declined to disclose whether they had a disability or not.



## Strategic Context

The *Disability Inclusion Act 2018 (SA)* outlines the obligations for State Authorities to develop a Disability Access and Inclusion Plan to provide assurance that people with a disability can access support and services, provided for by State authorities.

Inclusive SA: State Disability Inclusion Plan 2019–2023 was launched on 1 November 2019 and provides the framework for South Australia’s commitment to create an accessible and inclusive State, based on fairness and respect, and in line with a shared commitment by all governments covered by the National Disability Strategy 2010-2020.

ForestrySA also recognises and supports the Convention on the Rights of Persons with Disabilities (CRPD) and commits to promoting, protecting and ensuring the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and the promotion of respect for their inherent dignity<sup>1</sup>.

## Our vision

ForestrySA’s vision is to be a leading forestry business valued by our owners, clients and employees, and is committed to including and providing access to those in the community with a disability.

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<sup>1</sup> Article 1 – Purpose of the CRPD <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/article-1-purpose.html>

## Actions

The ForestrySA Disability Access and Inclusion Plan is structured around the themes and priority areas of the Inclusive SA: State Disability Inclusion Plan 2019–2023.

### 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.

Priority 1: Involvement in the community

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

	Action	State Plan Priority #	Responsibility	Timeframe	Measurable Target
1	Consultation with people living with a disability regarding their access requirements during review of relevant operational, program and event planning.	1, 2, 3	Senior Management	Ongoing	Higher volume of engagement from people living with a disability
2	External communications are tailored to people living with a disability, as required	2, 3	Community Services Group	Ongoing	Register of alternative communication types developed
3	Disability awareness training for all staff	2, 3	DAIP Coordinator	Yearly	100% staff have undertaken awareness training

## 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.

Priority 4: Participation in decision-making

Priority 5: Leadership and raising profile

Priority 6: Engagement and consultation

	<b>Action</b>	<b>State Plan Priority #</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Measurable Target</b>
<b>1</b>	Consultation and engagement in the development of ForestrySA's Disability Access and Inclusion Plan 2020-2023	4, 5, 6	DAIP Coordinator	End September 2020	Register of engagement for ForestrySA Disability Access and Inclusion Plan 2020-2023 includes people living with a disability
<b>2</b>	Future stakeholder engagement is encouraged from people living with a disability	4, 5, 6	Senior Management / DAIP Coordinator	Ongoing	Register of engagement includes people living with a disability

### 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.

Priority 7: Universal Design across South Australia

Priority 8: Accessible and available information

Priority 9: Access to services

	<b>Action</b>	<b>State Plan Priority #</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Measurable Target</b>
<b>1</b>	New office buildings and fit outs are assessed against Building Code of Australia and provide for people living with a disability.	7, 9	DAIP Coordinator	Ongoing	All new buildings and fit outs compliant with Building Code of Australia
<b>2</b>	A selection of ForestrySA accommodation facilities are accessible and suitable for people living with a disability	7, 9	Community Services Group	December 2023	Accessible areas available for people living with a disability are promoted
<b>3</b>	Alternative versions of documents or website content are made available if and when required	8, 9	Community Services Group	Ongoing	Register of alternative document types developed



## 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.

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

	<b>Action</b>	<b>State Plan Priority #</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Measurable Target</b>
<b>1</b>	Vacancies to include a statement of encouragement for people living with a disability to apply, where appropriate	10, 11, 12	Human Resources	Ongoing	Increased applications from people living with a disability
<b>2</b>	Ensure vacancies are accessible to people living with a disability	10, 11, 12	Human Resources	Ongoing	Increased applications from people living with a disability
<b>3</b>	In line with ForestrySA's Diversity and Inclusion Plan, promote diversity in the workplace including people living with a disability	10, 11, 12	DAIP Coordinator, all staff	December 2023	Future cultural survey results improved from 2020 results

## **Disability Access and Inclusion Plan Development**

### **Consultation**

Consultation and engagement with a small internal working group began in 2017 and comprised a mix of senior management and staff from various groups within ForestrySA.

This formed the basis of the draft Disability Access and Inclusion Plan actions which now align to the themes and priority areas of the Inclusive SA: State Disability Inclusion Plan 2019–2023.

ForestrySA invites all members of the community to provide feedback via YourSay by COB on Wednesday 16 October 2020.

### **Relationship to other policies, strategies, frameworks**

The ForestrySA Disability Access and Inclusion Plan aligns to ForestrySA's Strategic Pillars from the ForestrySA Strategic Plan 2019-2022 whereby ForestrySA has committed to increasing community engagement and recreational participation in SA's forests by working closely with our neighbours and actively engaging stakeholders to promote recreational opportunities.

The ForestrySA Disability Access and Inclusion Plan also aligns closely with the newly developed ForestrySA Diversity and Inclusion Plan, which promotes diversity and inclusion within the workplace and aligns to the South Australian Public Sector Diversity and Inclusion Strategy 2019-2021, developed by the Office for the Commissioner for Public Sector Employment.

### **Implementation**

ForestrySA has appointed a Disability Access and Inclusion Coordinator and will commit to the actions described to ensure that disability access and inclusion is considered in all relevant aspects of the business.

The ForestrySA Disability Access and Inclusion Plan 2020-2023 will be available as a public document once finalised and will be reported on annually. ForestrySA intends to conduct annual employee surveys in order to accurately present the staff profile and to seek staff feedback on plan progress. The plan will be reviewed in 2023.