

# Disability Access and Inclusion Plan

(2026-2030)



ForestrySA

# Message from the Leadership Team

ForestrySA is committed to providing safe, accessible and inclusive services, facilities and workplaces for our community, visitors and employees.

As a state authority responsible for managing plantation and native forests, we recognise the importance of considering the needs of people living with disability in how we plan, deliver and improve our work.

This includes supporting equitable access to forest environments, recreation opportunities, information, services and employment.

Our Disability Access and Inclusion Plan outlines the practical steps ForestrySA will take to strengthen accessibility and inclusion across our services, programs and workplace practices. The plan aligns with the State Disability Inclusion Plan 2025–2029 and reflects our responsibilities as a public sector organisation to contribute to improved outcomes for people living with disability.

Accessibility and inclusion is ongoing work. This plan builds on previous work undertaken through our Diversity and Inclusion Plan and will continue to evolve as we monitor progress, engage with stakeholders and respond to emerging needs.

We are committed to implementing this plan in a practical, sustainable and proportionate way, consistent with ForestrySA's role, resources and operating environment.

***ForestrySA Leadership Team***

***2026***



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This Disability Access and Inclusion Plan (DAIP) is available on the **ForestrySA website** ([forestrysa.com.au](http://forestrysa.com.au)) If you require a copy in an alternative format please contact

**HR@forestrysa.com.au**



ForestrySA

## About us

The South Australian Forestry Corporation, trading as ForestrySA, is a state authority established under the South Australian Forestry Corporation Act 2000 and operating in accordance with the Public Corporations Act 1993. ForestrySA administers the Forestry Act 1950 and associated regulations.

ForestrySA manages a diverse forest estate across South Australia, delivering outcomes across three core areas:

- Commercial forestry – management of more than 10,000 hectares of plantation pine in the Mount Lofty Ranges, supplying log products to domestic and export markets
- Conservation forestry – stewardship of more than 16,000 hectares of native forest in the Mount Lofty Ranges and Green Triangle regions, protecting biodiversity, cultural heritage and environmental values
- Recreation and community access – provision of safe, accessible forests for public use, supporting activities such as walking, cycling, horse riding and nature-based recreation

ForestrySA provides information, services and facilities to enable safe and inclusive access to forests. This includes ranger-supported access for visitors requiring disability assistance, identification of accessible trails, and participation in inclusive programs such as the Accessible Outdoors Program.

The Accessible Outdoors Program, delivered in partnership with the National Parks and Wildlife Service, SA Water, Nature Play SA and Bedford Group, provides facilitated outdoor experiences for people living with disability. Activities include guided walks, camping skills, fossicking and nature-based learning, with a focus on reducing barriers to participation and improving accessibility across public open space.

ForestrySA has previously maintained a Diversity and Inclusion Plan (2020–2023), which guides organisational commitments to inclusive employment, service delivery and community engagement.



## Our vision

ForestrySA's vision is to be a sustainable and resilient forest enterprise that contributes to the socio-economic benefit of South Australia.

In the context of this Disability Access and Inclusion Plan, ForestrySA recognises that contributing to the social and economic benefit of South Australia includes supporting access and participation for people living with disability.

ForestrySA supports this outcome through its existing role in managing forests for community use, providing access to recreation areas, and delivering services and programs that are intended to be safe and accessible to the broader community.

ForestrySA will continue to consider accessibility and inclusion in the delivery of its services, facilities and programs, and to support opportunities for participation consistent with its operational responsibilities and resources.

## Our workplace/staff

ForestrySA is committed to building a workforce that reflects the diversity of the South Australian community and supports equal participation for people living with disability.

ForestrySA supports access and inclusion in the workplace through:

- Inclusive recruitment practices and diversity statements in job advertisements
- Flexible working arrangements to accommodate individual needs
- Training and awareness initiatives to build capability in disability inclusion
- A commitment to providing reasonable adjustments to enable employees to perform their roles safely and effectively

ForestrySA's previous Diversity and Inclusion Plan included actions to develop and implement a Disability Access and Inclusion Plan, engage staff and community in consultation, and strengthen inclusive workplace practices.

Workforce planning will continue to consider attraction, retention and development of employees living with disability.



## Strategic context

This Disability Access and Inclusion Plan is informed by a range of South Australian, national and international frameworks that guide ForestrySA's approach to access and inclusion.

### Legislative and policy framework

- **Disability Inclusion Act 2018 (SA)**

Provides the legislative foundation for improving accessibility, inclusion and participation outcomes for people living with disability across South Australia. This plan supports ForestrySA's obligations as a state authority to develop and implement a Disability Access and Inclusion Plan.

- **State Disability Inclusion Plan 2025–2029**

Sets the South Australian Government's priorities and actions to improve inclusion across four key areas: inclusive communities, leadership and collaboration, accessible communities, and learning and employment.

- **Australia's Disability Strategy 2021–2031**

Establishes a national framework to drive change across all levels of government, focusing on improving outcomes in areas such as employment, education, health and community inclusion.

- **United Nations Convention on the Rights of Persons with Disabilities (CRPD)**

Affirms the rights of people with disability to full and effective participation in society on an equal basis with others, including access to public spaces, employment and community life.

# Disability Access and Inclusion Plan development

## Consultation

This Disability Access and Inclusion Plan has been developed in alignment with the State Disability Inclusion Plan 2025–2029.

The development of the State Disability Inclusion Plan involved extensive consultation with people living with disability, their families and carers, service providers, advocacy groups and the broader community. This feedback has informed the domains, priority areas and measures that underpin this plan.

At an agency level, ForestrySA has drawn on internal feedback and existing engagement mechanisms, including staff consultation and operational experience in managing public forest access and recreation.

Opportunities for feedback on accessibility and inclusion are also available to the community through ForestrySA's existing communication channels, including enquiries, program participation (such as the Accessible Outdoors Program), and general visitor feedback.

## Relationship to other policies, strategies, frameworks

This Disability Access and Inclusion Plan aligns with ForestrySA's existing policies, strategies and planning frameworks.

Key linkages include:

- Strategic Plan 2024–2027, which sets ForestrySA's vision and strategic direction
- South Australian Forestry Corporation Charter, which outlines statutory functions and responsibilities
- Diversity and Inclusion Plan, which established the foundation for workplace inclusion initiatives
- Human Resources and Work Health and Safety policies and frameworks, which support safe, inclusive and equitable workplaces
- Operational planning and forest management frameworks, which guide service delivery, public access and recreation

This plan complements these existing frameworks by providing a structured approach to considering disability access and inclusion across ForestrySA's services, facilities and workplace practices



## Achievements

ForestrySA has undertaken a range of activities that support disability access and inclusion across its operations.

Key achievements include:

- **Participation in the Accessible Outdoors Program**, in partnership with other South Australian agencies and community organisations, to support people living with disability to access outdoor environments
- **Provision of ranger-supported access and information**, including guidance on accessible locations and activities within ForestrySA-managed forests
- **Ongoing provision of accessible formats on request**, supporting access to information for people with disability
- **Inclusion of diversity and inclusion principles within recruitment and workplace practices**, supporting participation of people living with disability

These achievements provide a foundation for continuing to consider accessibility and inclusion in ForestrySA's services, programs and workplace practices.

# DAIP ACTIONS TABLE

## Domain 1: Inclusive environments and communities

**Outcome Statement:** A South Australia where all people with disability can participate as equal citizens and feel connected to their communities

**Objective:** To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.

### Priority Areas for Domain 1:

1. Inclusive communities and attitudes
2. Universal Design
3. Accessible facilities
4. Communications and information
5. Transportation
6. Collaboration, consultation and innovation
7. Housing

## Priority Area 1: Active participation

**Outcome:** People with disability are active participants in accessible and inclusive communities.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1	<p>Update event registration forms and website to encourage event organisers to access, use and report on the Accessible and Inclusive Community Events Toolkit.</p> <p>Provide a link on the website. Provide a post-participant survey that includes recommended questions from the Accessible and Inclusive Community Events Toolkit online for event organisers to use.</p>	1.1.2	The number of inclusive and accessible events, both internal and external, with 50+ participants that demonstrate use of accessible and inclusive event practices, including reference to the Accessible and Inclusive Community Events Toolkit.	Ongoing	<p><b>Responsibility:</b> Communications and Engagement</p> <p><b>Data source:</b> Website analytics (e.g. page views and click-through data), event registration records.</p>

## Priority Area 2: Inclusive communities and attitudes

**Outcome:** People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
2	<p>Provide staff with training on disability inclusion, accessibility, and respectful engagement</p> <p>Investigate training on universal design and Easy Read for ForestrySA Communication and Engagement Coordinator.</p>	1.2.1	<p>a) Percentage of staff attending training</p> <p>b) Outcome of training investigation.</p>	<p>2026-2030</p> <p>2026-2027</p>	<p><b>Responsibility:</b> People, Culture and Safety.</p> <p><b>Data Source:</b> Training records, investigation outcome/report.</p>
3	<p>Take measures to support representation of priority groups in ForestrySA media.</p> <p>Include a link to Changing Places locations on the ForestrySA “Plan your visit” section of the website.</p>		<p>The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including:</p> <p>The number of workplace initiatives promoting disability inclusion.</p>		<p><b>Responsibility:</b> Communication and Engagement.</p> <p><b>Data source:</b> Website content updates records, communications and media outputs, Internal reporting.</p>



4	<p>ForestrySA will support early and appropriate engagement practices, recognising the importance of cultural knowledge, connection to Country and community perspectives in informing forestry operations and decision-making.</p> <p>Promote participation in recognised disability inclusion events and initiatives (e.g. International Day of People with Disability) across the organisation.</p> <p>Consider the needs of Aboriginal and Torres Strait Islander people, including those living with disability, in the development or review of relevant policies, programs and services.</p>	1.2.3	The number of actions embedded in our DAIP working towards Closing the Gap targets.	Ongoing	<p><b>Responsibility:</b> Leadership Team.</p> <p><b>Data source:</b> DAIP action tracking, LT Minutes, internal reporting</p>
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### Priority Area 3: Universal Design

**Outcome:** Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
5	Schedule audit of public sites against universal design.	1.3.2	The number of public-facing government buildings, spaces, play spaces and infrastructure that are audited to improve accessibility. For example, by adding signage or widening doors.	2026-2030	<p><b>Responsibility:</b> People and Culture.</p> <p><b>Data source:</b> Internal reporting</p>
6	Ensure consideration of universal design is incorporated into procedures regarding new developments.		The number of new developments that incorporate Universal Design considerations.	2026-2030	<p><b>Responsibility:</b> Leadership Team</p> <p><b>Data source:</b> Internal reporting</p>

### Priority Area 4: Accessible facilities

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
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## Priority Area 5: Communications and information

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
7	<p>Maintain ForestrySA website content with reference to Web Content Accessibility Guidelines (WCAG).</p> <p>Review public-facing documents and consider provision in alternative formats, including Easy Read, where appropriate.</p> <p>Provide accessible communication materials, such as Auslan content, where appropriate, across ForestrySA communication channel</p>	1.5.1	The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents.	Ongoing	<p><b>Responsibility:</b> Communication and Engagement.</p> <p><b>Data source:</b> Website content updates and audits, communications and media outputs</p>
8	Where appropriate, consider the provision of accessible communication options (such as Auslan or other communication supports) in ForestrySA public information and engagement activities.	1.5.2	The number of Auslan, assistive listening devices and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, during hospital emergencies, crisis services, bushfires or floods, where timely communication support is essential.	Ongoing	<p><b>Responsibility:</b> Communication and Engagement.</p> <p><b>Data source:</b> Communications and media records, website and digital content records, program and event delivery records.</p>

## Priority Area 6: Transportation

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

## Priority Area 7: Collaboration, consultation and innovation

**Outcome:** People with disability are actively involved in government decisions that affect their lives.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
9	Engage with the Department of Human Services Disability Inclusion team and other relevant stakeholders, where appropriate, to inform ForestrySA planning and project activities.	1.7.1	The number of public consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOs).	Ongoing	<b>Responsibility:</b> People, Culture and Safety, Leadership Team.  <b>Data source:</b> Meeting records and engagement logs, project documentation.
10	Engage with the Department of Human Services Disability Inclusion team and other relevant stakeholders, where appropriate, to inform ForestrySA planning and project activities.	1.7.2	The number of people with disability including parents and carers, serving on committees and working groups.	Ongoing	<b>Responsibility:</b> People, Culture and Safety, Leadership Team.  <b>Data source:</b> Meeting records and engagement logs, project documentation

## Priority Area 8: Housing

**Outcome:** People with disability have access to appropriate housing.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

## Domain 2: Education and employment

**Outcome Statement:** A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security

**Objective:** To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

### Priority Areas for Domain 2

8. Targeted knowledge, understanding and support
9. Supports and resources for children and young people
10. Targeted transitional supports
11. Access to employment opportunities
12. Inclusive working environments
13. Data and reporting



### Priority Area 1: Targeted knowledge, understanding and support

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
	Attend State Plan communities of practice meetings & stay up to date and connected on employment strategies.		Meeting attendance	Ongoing	<b>Responsibility:</b> People, Culture and Safety. <b>Data source:</b> Meeting records and engagement logs.

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

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

### Priority Area 3: Targeted transitional supports

**Outcome:** People with disability have supportive environments to learn, grow, and transition throughout their life.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
11	Review training offerings for volunteers to support accessibility and inclusion.  Provide accessible information on the website to encourage people living with disability to volunteer.	2.3.5	The number of initiatives taken to encourage people with disability to volunteer.	Ongoing	<b>Responsibility:</b> Relevant operational areas, supported by People, Culture and Safety  <b>Data source:</b> Volunteer program records, website updates, internal reporting

## Priority Area 4: Access to employment opportunities

**Outcome:** People with disability have opportunities to achieve, develop and succeed in their chosen fields.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
12	<p>Ensure recruitment advertising is written in plain English.</p> <p>Provide recruitment information in inclusive and accessible formats, where appropriate.</p>	2.4.3	The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.		<p><b>Responsibility:</b> People, Culture and Safety</p> <p><b>Data source:</b> Recruitment materials, HR processes, internal reporting</p>

## Priority Area 5: Inclusive working environments

**Outcome:** People with disability have access to supportive places to earn.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
13	Implement workplace practices that support employees living with disability, including flexible work arrangements, reasonable adjustments and inclusive workplace processes.	2.5.1	The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.	Ongoing	<p><b>Responsibility:</b> People, Culture and Safety</p> <p><b>Data source:</b> HR policies, workplace adjustment records, internal reporting</p>

## Priority Area 6: Data and reporting

**Outcome:** People with disability benefit from state authorities working to improve disability data at both state and national levels.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
14	<p>Ensure measures under this DAIP are capable of being monitored through existing systems.</p> <p>Provide opportunities for feedback on accessibility through ForestrySA visitor channels.</p>	2.6.2	Development and implementation of data collection and reporting systems.		<p><b>Responsibility:</b> People, Culture and Safety; relevant operational areas</p> <p><b>Data source:</b> DAIP reporting, feedback records, internal reporting</p>

## Domain 3: Personal and community support

**Outcome Statement:** A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs

**Objective:** To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

### Priority Areas for Domain 3:

14. Accessibility

15. Advocacy and supports

16. Information sharing

17. Family and carer support

18. Programs



## Priority Area 1: Accessibility

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
15	<p>Provide information on accessibility features, including Changing Places locations and other relevant resources, through ForestrySA communication channels.</p> <p>Support frontline staff with awareness of accessibility features and available supports.</p>	3.1.1	The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training and partnerships with community organisations.	Ongoing	<p><b>Responsibility:</b> Relevant operational areas</p> <p><b>Data source:</b> Website updates, staff information materials, internal reporting</p>

## Priority Area 2: Advocacy and supports

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

## Priority Area 3: Information sharing

**Outcome:** People with disability receive more coordinated and effective support when services work together and share information.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
16	Attend Communities of Practice quarterly meetings.	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.	Ongoing	<p><b>Responsibility:</b> People, Culture and Safety</p> <p><b>Data source:</b> Meeting records</p>



## Priority Area 4: Family and carer support

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

## Priority Area 5: Programs

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
17	Consider opportunities, where applicable, to support disability inclusion through ForestrySA programs and partnerships.	3.5.1	The number of grants and funding amount distributed to enhance disability inclusion.		<p><b>Responsibility:</b> Relevant operational areas</p> <p><b>Data source:</b> Program records, partnership activities</p>

## Domain 4: Health and wellbeing

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

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

### Priority Areas for Domain 4

19. Inclusive infrastructure

20. Targeted knowledge, understanding and support

21. Supports and interventions

### Priority Area 1: Inclusive infrastructure

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

### Priority Area 2: Targeted knowledge, understanding and support

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

### Priority Area 3: Supports and interventions

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

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

# Domain 5: Safety, rights and justice

**Outcome Statement:** A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law

**Objective:** To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

## Priority Areas for Domain 5

22. Targeted knowledge, understanding and support

23. Responding to emergencies

24. Support and navigating the justice system

25. Consultation and collaboration

26. Safeguarding

### Priority Area 1: Targeted knowledge, understanding and support

**Outcome:** People with disability are understood, supported, and have their rights upheld, including within the justice system.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

### Priority Area 2: Responding to emergencies

**Outcome:** People with disability are kept safe during emergencies, with their needs planned for and prioritised.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
18	Provide accessible information, where appropriate, to support preparedness for emergencies within ForestrySA managed areas.	5.2.1	The number of emergency response resources and systems developed for people with disability.		<p><b>Responsibility:</b> Relevant operational areas</p> <p><b>Data source:</b> Website updates, communications materials, internal reporting</p>

### Priority Area 3: Support and navigating the justice system

**Outcome:** People with disability receive the right supports for them when navigating the justice system.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

#### Priority Area 4: Consultation and collaboration

**Outcome:** People with disability are involved in the design and delivery of policies, programs and laws.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

#### Priority Area 5: Safeguarding

**Outcome:** People with disability can access effective, inclusive and responsive safeguarding supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source

## DAIP implementation

ForestrySA will implement this Disability Access and Inclusion Plan through existing governance and operational frameworks to ensure actions are practical and proportionate. The Leadership Team is accountable for delivery, with People, Culture and Safety coordinating and monitoring progress, and operational areas responsible for implementation. The plan will be published in accessible formats and communicated through established channels. Disability inclusion will be embedded in policy development, service delivery, recruitment and workplace practices. Progress will be monitored through internal tracking and reported annually in line with State requirements. Feedback from people with disability will be considered through engagement channels and stakeholder consultation, and the plan will be promoted through organisational communications and relevant initiatives.

## Acknowledgments

ForestrySA acknowledges the contribution of individuals, groups and organisations who have informed the development of this Disability Access and Inclusion Plan.

This includes ForestrySA staff who provided input based on their experience delivering services and managing public access to forests, and the Department of Human Services Disability Inclusion team for guidance on the State Disability Inclusion Plan and reporting requirements. ForestrySA also acknowledges partner organisations involved in programs that support accessibility and inclusion, and the broader community, including visitors and program participants, who have provided feedback through existing engagement channels.

ForestrySA recognises the importance of ongoing engagement to support the effective implementation of this plan.

## Glossary and Definitions

Term	Definition
<b>Accessibility</b>	Designing services, environments and information so they can be used by people with a wide range of abilities.
<b>Auslan</b>	Australian Sign Language used by many people who are deaf or hard of hearing.
<b>DAIP</b>	Disability Access and Inclusion Plan, required under the Disability Inclusion Act 2018 (SA).
<b>Disability</b>	Includes physical, sensory, intellectual, cognitive and psychosocial disability, as defined under the Disability Inclusion Act 2018 (SA).
<b>Easy Read</b>	A format that uses simple words, short sentences and clear layout to make information easier to understand.
<b>Inclusive design / Universal design</b>	Designing places, services and information so they can be used by as many people as possible without needing changes.
<b>Reasonable adjustment</b>	Changes to a job or workplace to help a person with disability do their work safely and effectively.
<b>WCAG</b>	Web Content Accessibility Guidelines, an international standard for making websites and digital content easier to use.
<b>Changing Places</b>	Public toilet facilities with extra space and equipment for people with high support needs.
<b>State Disability Inclusion Plan</b>	The South Australian Government plan that sets priorities and actions to improve inclusion for people with disability.

## Appendix 2A - SA Autism Strategy (for relevant state government agencies)

The SA Autism Strategy 2024-2029 (Strategy) is a strategic document that supports inclusion of Autistic people, and their families and carers in South Australia. As part of the Strategy, the Strategy Action Plan 2025-2029 (Action Plan) outlines the steps in which the South Australian Government will take to fulfill the commitments of the Strategy.

The Action Plan should be read in conjunction with the Strategy on the Inclusive SA website -

<https://autismstrategy.sa.gov.au/>.

### • Which state government agencies are responsible?

- Attorney-General's Department
- Courts Administration Authority
- Department for Child Protection
- Department for Correctional Services
- Department for Education
- Department for Environment and Water
- Department for Health and Wellbeing
- Department for Housing and Urban Development
- Department for Infrastructure and Transport
- Department of Human Services
- Department of the Premier and Cabinet
- Department of State Development
- Department of Treasury and Finance
- Local Health Networks
- Office for Autism
- Office for Early Childhood Development
- Office for Recreation, Sport and Racing
- Office of the Commissioner for Public Sector Employment
- Office of the Public Advocate
- Preventive Health SA
- SA Housing Trust
- South Australia Police
- Tafe SA

## Why is this included?

- The Strategy works alongside and interacts with the State Plan to reduce duplication of efforts whilst ensuring the needs of the disability and neurodivergent communities are met.
- Although the Strategy is a separate body of work, State Plan and DAIP reporting will be the mechanism in which state government agencies will report on the actions they have developed and committed to within the Action Plan.

## What do agencies need to do?

- Targets, actions, lead(s) and target dates are outlined in the Action Plan.
- Please use the following table to outline any actions your agency is responsible for under the Action Plan, categorised by priority: *Immediate, Staged and/or Ongoing*.
- Completing this table will support your ability to report on assigned actions.

DHS will prepare an annual progress report on the implementation of the Action Plan which will be published alongside State Plan and DAIP reporting.



# Our SA Autism Strategy 2025-2029 Action Plan Commitments

## Immediate next 12 months

Focus Area	Commitment	Target	Actions	Lead(s)
Focus Area 3: Thriving in the workplace	Commitment 1: Improve knowledge, understanding and awareness of autism across the workforce.	Ensure public sector employees undertake autism awareness and understanding training.	Refresh digital training project in autism awareness and understanding to incorporate current best practice knowledge to target understanding and inclusion across public sector employment. (Office for Autism)	Office for Autism (Department of the Premier and Cabinet)

## Staged actions – from 2026 to 2029

Focus Area	Commitment	Target	Actions	Lead(s)
Focus Area 1: Pathways to diagnosis	Commitment 4: Improve the post-diagnostic referral process and accessibility of accurate information and resources.	Ensure training and resources on post-diagnostic services and supports are continually updated.	Develop and implement a pilot program to assess the delivery of post-diagnostic supports for children and young people who have received a diagnosis through the Autism and Assessment Diagnosis project. (Office for Autism)	Office for Autism (Department of the Premier and Cabinet)

## Ongoing actions – from 2029 and beyond

Focus Area	Commitment	Target	Actions	Lead(s)
Focus Area 3: Thriving in the workplace	Commitment 4: Consider alternative employment initiatives when transitioning from education to employment.	Develop programs or supported pathways for Autistic students transitioning from education settings to employment across the public sector.	Review existing graduate programs to expand pathways for Autistic graduates from education settings to employment.	All state government agencies