

# Department for Child Protection Disability Access and Inclusion Plan 2026-2030

DRAFT



**Government  
of South Australia**

Department for  
Child Protection

## About us

The Department for Child Protection (DCP) protects, cares for and empowers children and young people at risk and in care. We do this by working with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their potential.

Children and young people in care have significantly higher rates of disability and developmental delay than their peers. Over a third of children and young people in care in South Australia are eligible for support from the National Disability Insurance Scheme and have an NDIS plan. The most common types of primary disability experienced by children and young people in care are autism and intellectual disability. However, a range of disabilities and developmental delays are present, the impacts of which are often compounded by trauma, past abuse, disadvantage and other challenges. Most children and young people in care live with foster or kinship carers, and this is also the case for children and young people with disability or developmental delay, including those with complex needs and behaviours. Approximately 20% of children and young people in care with disability, are in residential care placements.

Supporting children with disability and developmental delay is a core part of our everyday work with children and young people. We have collaborative working relationships with other government and non-government organisations, with the aim of ensuring coordinated supports for children and young people in care with disability and developmental delay.

To equip our case workers and carers with the information and skills required for this, the department's Disability and Development Program provides specialist support to assist them to respond to the disability and developmental needs of children and young people in care.

We work to promote inclusion of children and young people in care with disability so they can grow up safe, healthy, connected and feeling loved.

Many parents, families and carers also live with disability, and can have their own experience of past trauma, including the intergenerational impacts of the Stolen Generations. In working alongside families and carers, the department recognises the impacts that disability may have on their caring role and have embedded these considerations in our practice approach.

We place a high priority on the health and wellbeing of our workforce, and value the positive outcomes that a diverse workforce brings. The department has policies and processes in place to support staff living with disability, such as reasonable workplace modifications and access to flexible working arrangements. As at 30 June 2025, 27 (0.9%) employees declared they have a disability.

## Our vision

For children and young people in care, carers, families and staff living with disability to feel safe, respected, included and supported.

## Strategic context

DCP operates in accordance with the *Children and Young People (Safety) Act 2017*.

Our work with children, young people, families and carers is guided by national and state frameworks. These include *Safe and Supported: the National Framework for Protecting Australia's Children 2021-2031*, which highlights children and families with disability and experiencing disadvantage or vulnerability as one of its priority groups. Our work is also underpinned by *Closing the Gap South Australia's Implementation Plan 2024-2026* and the commitment to reduce the over-representation of Aboriginal children in care.

We recognise and uphold the rights of people with disability, working in alignment with the *State Disability Inclusion Plan 2025-2029 (State Plan)* to remove barriers and improve outcomes across all areas of life for those living with disability. We are also guided by:

- Disability Inclusion Act 2018 (SA)
- SA Autism Strategy 2024-2029
- Australia's Disability Strategy 2021-2031
- United Nations Convention on the Rights of Persons with Disabilities.

## Disability Access and Inclusion Plan development

The DCP Disability Access and Inclusion Plan 2026-2030 (DCP DAIP) has been developed in consultation with key stakeholders, including DCP staff, carers, children and young people in care and partner agencies and bodies. The DCP DAIP 2026-2030 reflects the focus areas, priorities and mandatory measures set out in the *State Plan* and builds on the first DCP DAIP 2020-2024.

## Our DCP DAIP

The DCP DAIP aims to improve access and inclusion for all individuals engaging with the department, with a focus on children and young people in care, their carers, families, and DCP staff. It is designed to increase access to our services and workplace for people with disability, and to empower children and young people in care to fully participate in community, cultural, and social life.

The DCP DAIP is designed around the five areas of focus in the *State Plan*:

- ***Inclusive environments and communities:*** All people with disability can participate as equal citizens and feel connected to their communities.
- ***Education and employment:*** All people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.
- ***Personal and community support:*** All people with disability can access quality, tailored, personal and community supports addressing their individual needs.
- ***Health and wellbeing:*** All people with disability can attain the highest possible health and wellbeing outcomes throughout their lives.
- ***Safety, rights and justice:*** All people with disability feel safe, have their rights upheld and have full and equal protection before the law.

A core focus of the DCP DAIP is children and young people in care with disability. The State Plan identifies children with disability as a priority group, stating that children and young people with disability have the right to a full life in conditions that uphold their dignity, promote self-reliance and enable active participation in family, cultural and social life, and that effort must focus on supporting their growth, development and inclusion. It also recognises that additional consideration needs to be given to vulnerable children with disability and their carers.

## Achievements

Since the conclusion of the previous DAIP, the department has continued to create opportunities for improving access and inclusion for children and young people in care, carers, families and staff living with disability. Highlights include:

- Inklings program - the department's Disability and Development Program is working with the Office for Autism to deliver the Inklings Program for infants in care. Two Disability and Development Program staff trained as Inklings Practitioners are providing the Inklings Program for infants aged 6 to 18 months who are at risk of delays in their social and communication development.
- Carer Connect Forums – the Disability and Development Program provides monthly online Carer Connect forums for foster and kinship carers to meet, learn and share information on topics that are important to them.
- Carer resources – DCP has released a new guide for carers, which provides detailed information about how disability and developmental delay is assessed for children in care. It includes information to support family-based carers to understand and participate in the assessment process.

## DAIP implementation

The DCP DAIP 2026-2030 informs the work of business units across the department.

Its actions will be embedded in the department's Strategic Plan and in the business plans of each division with responsibility for implementing assigned actions. There will be regular reporting on progress to DCP senior leadership, who will be responsible for monitoring the plan's outcomes.

## DCP Disability Access and Inclusion Plan 2026-2030

### Domain: Inclusive environments and communities

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

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.

ACTION	MEASURE	Timeframe	Mandate
<b>Priority Area: Active participation</b> People with disability are active participants in accessible and inclusive communities.			
Support all DCP themed events to implement best practice event management principles.	<ul style="list-style-type: none"> <li>The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles.</li> </ul>	Ongoing	State Disability Action Plan 1.1.2 All state government agencies
Implement processes to embed accessibility requirements as a mandatory consideration when planning for themed weeks such as NAIDOC Week or Foster and Kinship Carer Week.	<ul style="list-style-type: none"> <li>The Themed Week funding request form for DCP staff is updated to request information about what actions will be taken to support children and young people and/or carers with disability to attend events.</li> </ul>	2026	
Develop resources and tools to facilitate inclusion of people with disability in smaller events such as carer training.	<ul style="list-style-type: none"> <li>The number of resources developed to promote disability awareness when planning DCP activities and informal events.</li> </ul>	2026-2027	
Increase the ways in which individuals with a disability can be involved as active participants in events and projects.	<ul style="list-style-type: none"> <li>DCP events and project management templates updated to refer to inclusion of people with disability.</li> </ul>	2026	

# OFFICIAL

Department for Child Protection Disability Access and Inclusion Plan 2026-2030  
 Consultation draft

<b>Priority Area: Inclusive communities and attitudes</b> People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.			
Design and implement a structured approach to disability awareness training for DCP staff to increase staff awareness and knowledge.	<ul style="list-style-type: none"> <li>The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including:               <ul style="list-style-type: none"> <li>The number of staff and volunteers participating in disability awareness training.</li> </ul> </li> </ul>	2027	State Plan 1.2.1 All state government agencies
Undertake further consultation with DCP Aboriginal staff to identify gaps and strategies to promote inclusion of Aboriginal children and young people, carers, families and staff.	<ul style="list-style-type: none"> <li>The number of actions embedded in our DAIP working towards Closing the Gap targets.</li> </ul>	2026	State Plan 1.2.3 All state government agencies
<b>Priority Area: Universal Design</b> Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.			
Progressively undertake accessibility audits for all DCP facilities.	<ul style="list-style-type: none"> <li>The number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, signage and widening doors.</li> </ul>	Ongoing	State Plan 1.3.2 All state government agencies
All new builds to incorporate Universal Design.	<ul style="list-style-type: none"> <li>The number of new developments that incorporate Universal Design.</li> </ul>	Ongoing	State Plan 1.3.2 All state government agencies
<b>Priority Area: Communications and information</b> People with disability can find the information they need in the format(s) they need it in.			
Increase the accessibility across different forms of DCP communication by: <ul style="list-style-type: none"> <li>Modifying display of content on the DCP website for accessibility</li> <li>Progressively updating DCP documents to meet accessibility standards and requirements</li> <li>Providing supporting tools to enable documents to be developed to be more accessible.</li> </ul>	<ul style="list-style-type: none"> <li>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 Reads</li> </ul>	2027	State Plan 1.5.1 All state government agencies

## OFFICIAL

Department for Child Protection Disability Access and Inclusion Plan 2026-2030

Consultation draft

Where appropriate, consider requirements for presentations and forums to include assistive and accessible communication options.	<ul style="list-style-type: none"> <li>The number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, hospital emergencies, crisis services, bushfires, or floods, where timely communication support is essential.</li> </ul>	Ongoing	State Plan 1.5.2 All state government agencies
<b>Priority Area: Transportation</b> People with disability can get to where they need to go safely.			
Ensure that children and young people in care with complex disabilities are transported safely.	<ul style="list-style-type: none"> <li>DCP case workers work with NDIS-funded specialist allied health staff to ensure the required equipment and guidance is in place to ensure safe travel for children and young people with complex disabilities.</li> </ul>	Ongoing	
<b>Priority Area: Collaboration, consultation and innovation</b> People with disability are actively involved in government decisions that affect their lives.			
Develop guidance to ensure children and young people, carers, families and staff with disability are included in any DCP consultation processes.	<ul style="list-style-type: none"> <li>The number of public consultations that seek and include input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOs).</li> </ul>	2026	State Plan 1.7.1 All state government agencies
Improve understanding of issues impacting Aboriginal children and young people, families and carers through ongoing consultation with community and Traditional Owner groups.	<ul style="list-style-type: none"> <li>The number of DCP consultations with community and Traditional Owner groups that include people with disability.</li> <li>The number of DCP consultation with community and Traditional Owner groups that focus on issues relating to disability.</li> </ul>	Ongoing	State Plan Outcome 7
Identify strategies to increase and support participation of those with disability in DCP lived experience groups for children and young people in care, carers and families in contact with the child protection system.	<ul style="list-style-type: none"> <li>The number of people with disability (including parents and carers) serving on committees and working groups.</li> </ul>	2026	State Plan 1.7.2 All state government agencies
Expand the My Voice Our Views (MVOV) survey to provide an opportunity for children with disability to have a say about their needs and wishes.	<ul style="list-style-type: none"> <li>The number of children and young people in care with disability using MVOV to communicate their views.</li> </ul>	2027	

<b>Priority Area: Housing</b> People with disability have access to appropriate housing.			
Include a disability component in audit processes for existing DCP residential care stock to assess accessibility and suitability for children and young people with disability.	<ul style="list-style-type: none"> <li>Number of properties assessed and identified for modification or upgrade.</li> </ul>	2026	State Plan 1.8.1

## Domain: Education and employment

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

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.

ACTION	MEASURE	Timeframe	Mandate
<b>Priority Area: Targeted knowledge, understanding and support</b> 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.			
Collaborate with the Department for Education and the Office for Early Childhood Development to promote access to early childhood and education opportunities for children and young people in care with disability.	<ul style="list-style-type: none"> <li>The number of promotional items/activities developed to raise awareness of existing education opportunities for children and young people in care with disability.</li> </ul>	Ongoing	State Plan Outcome 1
<b>Priority Area: Supports and resources for children and young people</b> Children with disability feel valued, welcomed and have access to inclusive education, starting in the early years.			
Work in partnership with the Department for Education to increase school retention rates for children and young people with disabilities in the secondary years.	<ul style="list-style-type: none"> <li>The number of children and young people in care with disability who complete year 12.</li> </ul>	Ongoing	State Plan Outcome 2

## OFFICIAL

Department for Child Protection Disability Access and Inclusion Plan 2026-2030

Consultation draft

<ul style="list-style-type: none"> <li>Ensure Aboriginal children are represented in this activity.</li> </ul>	<ul style="list-style-type: none"> <li>The number of Aboriginal children and young people in care with disability who complete year 12.</li> </ul>		
<p>Work with agency partners to support children in care with disability to access early childhood care.</p> <ul style="list-style-type: none"> <li>Ensure Aboriginal children are represented in this activity.</li> </ul>	<ul style="list-style-type: none"> <li>The number of children in care with disability, complex health needs or development delay assisted into early childhood education.</li> <li>The number of Aboriginal children in care with disability, complex health needs or development delay assisted into early childhood education.</li> </ul>	Ongoing	State Plan 2.2.1
<p><b>Priority Area: Targeted transitional supports</b></p> <p>People with disability have supportive environments to learn, grow, and transition throughout their life.</p>			
<p>Ensure that initiatives to support transition planning for children and young people leaving care have a specific focus on transition planning for those with disability.</p>	<ul style="list-style-type: none"> <li>The number of children and young people in care with a transition from care plan which identifies their disability transition needs.</li> <li>The number of Aboriginal children and young people in care with a transition from care plan which identifies their disability transition needs.</li> </ul>	Ongoing	State Plan 2.3.1
<p><b>Priority Area: Access to employment opportunities</b></p> <p>People with disability have opportunities to achieve, develop and succeed in their chosen fields.</p>			
<p>Update recruitment processes to ensure staff members are aware of how the department's partnership with Job Access can support the recruitment of people with disability.</p>	<ul style="list-style-type: none"> <li>The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.</li> </ul>	2026-2027	State Plan 2.4.3 All state government agencies
	<ul style="list-style-type: none"> <li>The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including:                             <ul style="list-style-type: none"> <li>The number of workplace initiatives promoting disability inclusion.</li> </ul> </li> </ul>	2026-2027	State Plan 1.2.1 All state government agencies
<p>Explore opportunities for young people with disability seeking employment or opportunities post schooling.</p>	<ul style="list-style-type: none"> <li>The number of new partnerships established with agencies and providers that offer pathways to employment for young people with disability.</li> </ul>	2027	State Plan 2.3.1

<p><b>Priority Area: Inclusive working environments</b></p> <p>People with disability have access to supportive places to earn.</p>			
<p>Develop and implement a suite of measures to further enhance support provided by DCP to employees with disability.</p>	<ul style="list-style-type: none"> <li>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.</li> </ul>	<p>2026</p>	<p>State Plan 2.5.1 All state government agencies</p>
<p>Investigate interest in, and benefits of, establishing a peer support network for staff caring for family members with disability.</p>	<ul style="list-style-type: none"> <li>The number of staff engaged in a mutual support group for employees with caring responsibilities.</li> </ul>	<p>2026-2027</p>	<p>State Plan 2.5.1</p>
<p><b>Priority Area: Data and reporting</b></p> <p>People with disability benefit from state authorities working to improve disability data at both state and national levels.</p>			
<p>Continue to refine data capture and reporting process for children and young people in care with disability.</p>	<ul style="list-style-type: none"> <li>Development and implementation of data collection and reporting systems.</li> </ul>	<p>Ongoing</p>	<p>State Plan 2.6.2 All state government agencies</p>

**Domain: Personal and community support**

## OFFICIAL

Department for Child Protection Disability Access and Inclusion Plan 2026-2030

Consultation draft

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

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.

ACTION	MEASURE	Timeframe	Mandate
<p><b>Priority Area: Accessibility</b> People with disability can easily access community supports and services.</p>			
<p>Explore opportunities to access and promote inclusive sporting opportunities for children and young people in care with disability.</p>	<ul style="list-style-type: none"> <li>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.</li> </ul>	<p>2026-2027</p>	<p>State Plan 3.1.1 All state government agencies</p>
<p><b>Priority Area: Information sharing</b> People with disability receive more coordinated and effective support when services work together and share information.</p>			
<p>Continue to engage with relevant agencies including the National Disability Insurance Agency, the Department of Human Services, the Office of the Public Advocate and other agencies to influence services and policy for children and young people in care with disability.</p>	<ul style="list-style-type: none"> <li>The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.</li> </ul>	<p>Ongoing</p>	<p>State Plan 3.3.1 All state government agencies</p>
<p><b>Priority Area: Family and carer support</b> Carers and families, including siblings of people with disability are provided with dedicated supports and services.</p>			
<p>Continue to develop resources to support carers of children and young people with disability through information, advice, training and connection to support services and programs.</p>	<ul style="list-style-type: none"> <li>The number of resources available to help carers to access support.</li> </ul>	<p>Ongoing</p>	<p>State Plan 3.4.2 DCP DHS</p>

<b>Priority Area 5: Programs</b>			
Government-funded programs and services include disability-specific provisions to enable full and equal participation.			
Review procurement specifications to ensure that DCP funded services for children and young people, carers and families address the needs of those with disability.	<ul style="list-style-type: none"> <li>The number of grants and funding amount distributed to enhance disability inclusion.</li> </ul>	2026-2027	State Plan 3.5.1 All state government agencies

## Domain: Health and wellbeing

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

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

<b>ACTION</b>	<b>MEASURE</b>	<i>Timeframe</i>	<i>Mandate</i>
<b>Priority Area: Supports and interventions</b>			
People with disability receive coordinated health supports that meet their needs, with stronger connections between mental health and disability services.			
Continue to collaborate with key health stakeholders to increase understanding of trauma and disability presentations in children and young people, and ensure access to mental health/therapy services responsive to trauma are upheld.	<ul style="list-style-type: none"> <li>The number of complex case meetings involving children and young people with disability and developmental delay.</li> </ul>	Ongoing	State Plan Outcome 3

## Domain: Safety, rights and justice

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

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

ACTION	MEASURE	Timeframe	Mandate
<p><b>Priority Area: Targeted knowledge, understanding and support</b>                      People with disability are understood, supported, and have their rights upheld, including within the justice system.</p>			
Continue to provide training for staff in out of home care regarding children with disability.	<ul style="list-style-type: none"> <li>The number and proportion of emergency responders and staff in out-of-home care equipped with the knowledge, skills and trauma informed principles to confidently support people with all types of disability.</li> </ul>	Ongoing	State Plan 5.1.1 DCP, DHS, SAPOL, DCS, DHW
<p><b>Priority Area: Safeguarding</b>                      People with disability can access effective, inclusive and responsive safeguarding supports and services.</p>			
Develop procedures required to monitor and report on restrictive practices occurring in DCP residential care.	<ul style="list-style-type: none"> <li>Total number and type of authorised restrictive practices.</li> </ul>	2026	State Plan 5.5.3 DCP, DCS, DHW, DHS, LHNS, SAPOL
Implement new provisions under the Children and Young People (Safety and Support) Act 2025 to ensure the safety and care of children and young people with disability and developmental delay.	<ul style="list-style-type: none"> <li>Measures introduced under the Children and Young People (Safety and Support) Act 2025.</li> </ul>	2027	

# Our SA Autism Strategy 2025-2029 Action Plan

## Commitments

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. The Strategy Action Plan 2025-2029 (SA Autism Action Plan) outlines the steps that the South Australian Government will take to fulfill the Strategy's commitments. The Action Plan should be read in conjunction with the Strategy on the Inclusive SA website - <https://autismstrategy.sa.gov.au/>.

The Department for Child Protection (DCP) is committed to improving outcomes for Autistic and neurodivergent children and young people in care, carers, families and staff that we engage with. Autistic children and young people in care are over-represented compared with children and young people in the broader community. DCP recognises our responsibilities to ensure that Autistic and neurodivergent children and young people in care are well supported and have the opportunity to live well and realise their potential. We also recognise our role in supporting those family members and carers who care for Autistic and neurodivergent children and young people in care and in enabling staff to have the training and understanding of Autism and neurodiversity that they need to work with children and young people in care.

We understand that members of our staff are part of the Autistic community and we are guided by the actions set out in the SA Autism Action Plan to create an accessible, inclusive and welcoming public sector where Autistic people can thrive.

The SA Autism Action Plan sets out seven focus areas, each with specific commitments. The focus areas are:

1. Pathways to diagnosis
2. Positive educational experiences
3. Thriving in the workplace
4. Access to supports and services
5. Participation in the community
6. Access to health and mental health services
7. Interactions with the justice system.

DCP's Action Plan includes actions set out in the broader SA Autism Action Plan, while also identifying items specific to the department's work to support children and young people in care, carers, families and staff members (see appendix below). Please note the DCP Autism Action Plan 2025-2029 has been finalised following previous consultation, and is included here to provide further information on DCP's activities to support people with disability.

## Appendix: DCP Autism Action Plan 2025-2029

### Focus Area: Pathways to diagnosis

**Objective:** We want to create a clear and equitable approach to diagnosis in South Australia.

**Commitment:** Create clearer and more consistent pathways to diagnosis for Autistic people of all ages.

**Target:** Raise public awareness regarding diagnostic pathways and ensure all information and resources are accessible and easy to navigate.

ACTION	MEASURE	Timeframe	Mandate
Develop and promote information, where appropriate, on autism to assist people and their families to access services, for example: <ul style="list-style-type: none"> <li>• assessment and diagnostic services</li> <li>• counselling and support following a diagnosis</li> <li>• autism and disability-specific information</li> <li>• supports for parents with disability, including autism.</li> </ul>	The number of autism-related information sources* developed, promoted and/or delivered to assist people and families to access autism-related services such as assessment, diagnosis, counselling, and parent supports.  *Sources include: Resources, online content, brochures, survey material.	Ongoing	Autism Action Plan All State government agencies

**Commitment:** Improve the availability and access of diagnosis, especially in regional and/or remote areas.

**Target:** Expand autism assessment services and supports for children and young people and their family and carers, especially in regional and remote areas.

ACTION	MEASURE	Timeframe	Mandate
Assist carer and case worker understanding of the pathways to identify children and young people in care who require autism assessments.	The number of initiatives developed to provide carers and case workers information about the pathway to	Ongoing	Autism Action Plan DCP lead

## OFFICIAL

Department for Child Protection Disability Access and Inclusion Plan 2026-2030  
 Consultation draft

	identify children and young people in care who require autism assessments.		
Provide training to case workers delivering support in rural and remote areas to understand pathways for autism assessment for children and young people in care who have been identified.	The number of training opportunities developed for case workers to support their understanding of the pathway to Autism assessment for children and young people in care.	Ongoing	Autism Action Plan DCP lead

**Commitment:** Improve the post-diagnostic referral process and accessibility of accurate information and resources.

**Target:** Ensure training and resources on post-diagnostic services and supports are continually updated.

<b>ACTION</b>	<b>MEASURE</b>	<i>Timeframe</i>	<i>Mandate</i>
Develop a webinar to equip child protection case workers, family-based carers and child protection residential carers with an understanding of how to support Autistic children and young people who are in care.	Development of webinar.	2025	Autism Action Plan DCP lead
Provide regular carer learning opportunities and forums to keep carers informed and updated of supports available for Autistic children and young people in care.	The number of interactive online learning sessions with carers on topics for children and young people with delays in their development including those with Autism.	Ongoing	Autism Action Plan DCP lead

## Focus Area: Thriving in the workplace

**Objective:** We want a diverse, inclusive and welcoming South Australian workforce where the strengths and skills of Autistic people flourish.

**Commitment:** Improve knowledge, understanding and awareness of autism across the workforce.

**Target:** Ensure public sector employees undertake Autism Awareness and Understanding training.

ACTION	MEASURE	Timeframe	Mandate
Ensure in-person and online Autism Awareness and Understanding training is completed across public sector workforce.	The number of staff who undertook Autism Awareness and Understanding Training: <ul style="list-style-type: none"> <li>online</li> <li>in-person.</li> </ul>	Ongoing	Autism Action Plan All State government agencies

**Target:** Increase awareness of autism across the public sector workforce and the strengths and benefits of employing Autistic people.

ACTION	MEASURE	Timeframe	Mandate
Promote autism inclusion in the workplace.  <i>Note: this action aligns with State Disability Inclusion Plan Measure 1.2.1 - Total number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.</i>	The number of initiatives completed to promote autism inclusion in the workplace.  *Initiatives include: events, days of significance, internal staff communications/newsletters, social media	Ongoing	Autism Action Plan All State government agencies
Engage Autistic employees and employees with disability to provide advice and inform inclusion activities, including to assist in promoting days of significance.	The number and proportion of lived experience staff engaged to inform inclusion activities.	Ongoing	Autism Action Plan All State government agencies

<p><i>Note: this action aligns with State Disability Inclusion Plan Measure 1.2.1 - Total number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community.</i></p>			
---	--	--	--

**Commitment: Create an accessible, inclusive and welcoming public sector where Autistic people can thrive.**

**Target:** Embed autism inclusion into workplace policies and practices.

ACTION	MEASURE	Timeframe	Mandate
<p>Review recruitment policies and processes to ensure they support reasonable adjustments and are responsive to the alternative ways Autistic employees can engage throughout the recruitment and training processes.</p>	<p>The number and proportion of recruitment and training policies and processes that are reviewed to ensure they support Autistic and/or neurodivergent staff.</p>	<p>Ongoing</p>	<p>Autism Action Plan                      All State government agencies</p>
<p>Review and implement reasonable adjustment procedures and flexible workplace arrangements that support all staff, including Autistic employees and parents and carers of Autistic people.</p>	<p>The number and proportion of reasonable adjustment and flexible workplace arrangement procedures to support staff, including Autistic staff, that are:</p> <ul style="list-style-type: none"> <li>• reviewed</li> <li>• implemented.</li> </ul>	<p>Ongoing</p>	<p>Autism Action Plan                      All State government agencies</p>
<p>Review and update, where applicable, new starter forms to include an opportunity to identify as Autistic and/or neurodivergent to enable more accurate reporting and awareness in the public sector workforce.</p>	<p>The number of onboarding forms used to identify Autistic and/or neurodivergent staff that are reviewed and updated.</p>	<p>Ongoing</p>	<p>Autism Action Plan                      All State government agencies</p>

**Target:** Develop strategies to improve the overall health and wellbeing of Autistic public sector employees.

ACTION	MEASURE	<i>Timeframe</i>	<i>Mandate</i>
Identify appropriate mechanisms, including clear confidentiality, to ensure Autistic employees feel safe, supported and confident to disclose that they are Autistic at the commencement of employment and through the employment lifecycle.	The number of support mechanisms available to ensure Autistic and/or neurodivergent staff can disclose confidentially.  *Support mechanisms include: secure IT systems, privacy principles	Ongoing	Autism Action Plan All State government agencies
Continue to promote and provide EAP services that are inclusive, culturally appropriate, neurodiversity-affirming and in a range of modes and formats to support the diverse communication styles of Autistic employees.	Are Employee Assistance Program (EAP) services being promoted? Y/N	Ongoing	Autism Action Plan All State government agencies

**Commitment:** Increase opportunities for Autistic people to gain meaningful and lasting employment.

**Target:** Develop programs and resources that support Autistic people to transition into meaningful employment in the public sector.

ACTION	MEASURE	<i>Timeframe</i>	<i>Mandate</i>
Deliver programs that target diversity and inclusion for Autistic people to gain practical workplace experience while undertaking higher education to support them into employment long-term.	The number of programs that target diversity and inclusion for Autistic and/or neurodivergent people to gain practical workplace experience while undertaking higher education.	2029	Autism Action Plan All State government agencies
Review and implement opportunities for supported transition into employment programs for Autistic people transitioning into employment in the public sector to receive tailored supports, ensuring that Autistic people are supported initially and ongoing.	1. The number of employment transition programs that support Autistic and/or neurodivergent people are reviewed, and;	2029	Autism Action Plan All State government agencies

## OFFICIAL

Department for Child Protection Disability Access and Inclusion Plan 2026-2030  
 Consultation draft

	2. The number of Autistic and/or neurodivergent people those programs accessed.		
--	---	--	--

**Target:** Provide alternative workplace training and volunteer options that support Autistic people entering the public sector workforce.

ACTION	MEASURE	<i>Timeframe</i>	<i>Mandate</i>
Review and implement alternative and accessible workplace training options to support Autistic employees, including in a range of accessible formats and learning styles.	The number of alternative and accessible workplace training options available to support Autistic and/or neurodivergent staff.	2029	Autism Action Plan All State government agencies
Identify volunteering opportunities for Autistic people across all state government agencies.	The number of volunteering opportunities for Autistic people.	Ongoing	Autism Action Plan All State government agencies
Review existing peer support or mentoring programs to ensure they are inclusive of Autistic employees.	The total number of peer support and/or mentoring programs and, of those, the proportion reviewed to ensure they are inclusive of Autistic staff.	Ongoing	Autism Action Plan All State government agencies

**Commitment:** Consider alternative employment initiatives when transitioning from education to employment.

**Target:** Develop programs or supported pathways for Autistic students transitioning from education settings to employment across the public sector.

ACTION	MEASURE	<i>Timeframe</i>	<i>Mandate</i>
Review existing graduate programs to expand pathways for Autistic graduates from education settings to employment.	The number of expanded pathways for Autistic graduates engaging in graduate programs.	Ongoing	Autism Action Plan All State government agencies

## Focus Area: Access to supports and services

**Objective:** We want a clearer, more consistent and accessible service system where Autistic people and their families and carers can access the support they need, when they need it.

**Commitment:** Develop a centralised state information system to support access and navigation of available supports and services.

**Target:** Ensure resources and information about supports and services are updated, easily accessible and autism inclusive.

ACTION	MEASURE	<i>Timeframe</i>	<i>Mandate</i>
Deliver or review initiatives, platforms and systems to connect Autistic people with information in various accessible formats across Government of South Australia supports and services.	The number of initiatives, platforms and systems made to connect Autistic people with information in various accessible formats.  *Initiatives, platforms and systems include: website content, accessible formats (e.g. Easy Read).	Ongoing	Autism Action Plan All State government agencies

**Commitment:** Work with organisations to ensure evidence and research on autism can be effectively and efficiently translated into practice.

**Target:** Collaborate with subject matter experts when developing and implementing supports and services for Autistic people.

ACTION	MEASURE	<i>Timeframe</i>	<i>Mandate</i>
Collaborate with autism-specific organisations, where relevant, when developing and implementing policies, supports and services for Autistic people.	The number of autism-specific organisations engaged when developing and implementing	Ongoing	Autism Action Plan All State government agencies

## OFFICIAL

Department for Child Protection Disability Access and Inclusion Plan 2026-2030  
 Consultation draft

	policies, support and services for Autistic people.		
--	---	--	--

**Target:** Collaborate with the Autistic and autism community throughout the planning, development and implementation phases to ensure services are neurodiversity-affirming and are effectively meeting the needs of Autistic people.

ACTION	MEASURE	<i>Timeframe</i>	<i>Mandate</i>
Consult with reference groups and lived experience groups, where relevant, on autism-related matters to provide insights and guidance on identifying and addressing barriers to accessing services provided by the Government of South Australia.	The number of reference and/or lived experience groups engaged to identify and address barriers to accessing services on autism-related matters.	Ongoing	Autism Action Plan All State government agencies

**Commitment:** Ensure neurodiversity-affirming and culturally appropriate services and supports are available.

**Target:** Improve existing services to ensure they are streamlined, effective and efficient to meet the individual needs of Autistic people.

ACTION	MEASURE	<i>Timeframe</i>	<i>Mandate</i>
Review and update, where relevant, the customer service areas and experiences to ensure Autistic people feel supported when accessing services.	The number of customer service areas reviewed and updated to ensure Autistic and/or neurodivergent people are supported when accessing services.	Ongoing	Autism Action Plan All State government agencies

**Target:** Ensure a wide range of neurodiversity-affirming and culturally appropriate services and supports are available, including to Autistic people who do not yet have an autism diagnosis.

ACTION	MEASURE	<i>Timeframe</i>	<i>Mandate</i>

OFFICIAL

Department for Child Protection Disability Access and Inclusion Plan 2026-2030

Consultation draft

In the development of new strategies and initiatives, the State Autism Strategy and/or Autism Charter will be linked and referenced, where appropriate.	The number of references made to the State Autism Strategy and/or the Autism Inclusion Charter in new strategies and initiatives.	Ongoing	Autism Action Plan All State government agencies
---	---	---------	---

**Target:** Improve data capturing strategies of diverse cohorts of people accessing state government services and supports.

ACTION	MEASURE	Timeframe	Mandate
When consulting to inform the development of new strategies and initiatives, personal identifying data will be collected where appropriate, to capture and consider the specific perspectives of the Autistic community.	Are you capturing personal identifying data including Autistic and/or neurodivergent people during consultation on the development of new strategic and initiatives? Y/N	Ongoing	Autism Action Plan All State government agencies

DRAFT

## Focus Area: Participation in the community

**Objective:** We want a truly inclusive South Australia where Autistic people can meaningfully participate in the community without restriction.

**Commitment:** Partner with organisations, sporting clubs, local councils and community services to support inclusive initiatives for Autistic people of all ages.

**Target:** Collaborate with the Autistic and autism community to ensure activities and services are autism inclusive.

ACTION	MEASURE	<i>Timeframe</i>	<i>Mandate</i>
Consult with the Autistic and autism community, where appropriate, when planning and organising events to ensure they are autism inclusive, such as the inclusion of breakout or sensory spaces.	The number and proportion of lived experience people engaged to inform planning and organising of events.	Ongoing	Autism Action Plan All State government agencies
Partner with sporting organisations to provide opportunities for children and young people in care to participate in sport, including Autistic children and young people.	The number of and proportion of children and young people in care, including Autistic children and young people, participating in sporting opportunities.	Ongoing	Autism Action Plan DCP lead