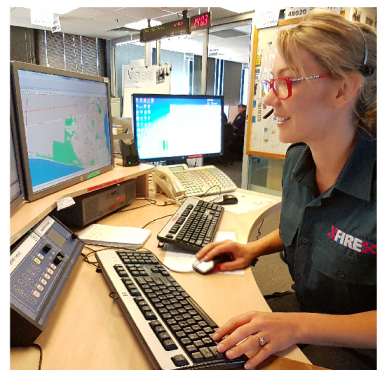


# Emergency Services Sector

## Disability Access and Inclusion Plan 2020–2024

Easy Read version



## How to use this plan



Emergency Services Sector (the Sector) wrote this plan. When you see the word 'we', it means the Sector.



We wrote this plan in an easy to read way.

We use pictures to explain some ideas.

## Not bold **Bold**

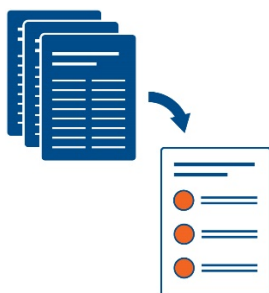
We have written some words in **bold**.

This means the letters are thicker and darker.



We explain what these words mean.

There is a list of these words on page 23.



This Easy Read plan is a summary of another plan. This means it only includes the most important ideas.



You can find the other plan on each of the Agency's websites.

You can find these websites on page 26.



You can ask for help to read this plan.

A friend, family member or support person may be able to help you.



We recognise Aboriginal and Torres Strait Islander peoples as the traditional owners of our land – South Australia.



They were the first people to live on and use the:

- land
- rivers
- seas.

## What's in this plan?

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## About us



The **Emergency Services Sector** helps keep everyone safe.

The Emergency Services Sector (the Sector) includes 4 Agencies in South Australia, including:



- SA Fire and Emergency Services Commission (SAFECOM).



- SA Metropolitan Fire Service (MFS)



- SA Country Fire Services (CFS)



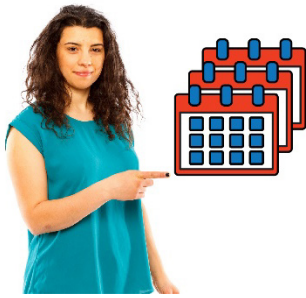
- SA State Emergency Services (SES)



We help protect South Australia, including our:

- people
- buildings
- environment.

## Our vision



Our **vision** is what we want the Sector to be in the future.

We want the Sector to be:



- **accessible**



- **inclusive.**

When something is accessible, everyone can use it.

This might be:



- a place or a building
- transport
- a service
- information
- a website.



When something is inclusive, everyone can take part.

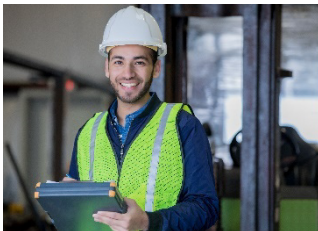
We want the Sector to be a place where everyone:



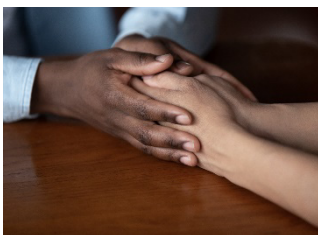
- is treated with respect



- is treated fairly



- can work safely



- feels supported

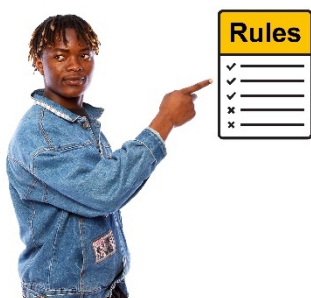


- has the same opportunities.

## The laws that apply



In South Australia we have a law called the *Disability Inclusion Act 2018* (the Act).



The Act explains the rules that everyone needs to follow.



It is there to make sure people with disability in South Australia are treated fairly.



This law says that we must have a Disability Access and Inclusion Plan.

We call it a plan.



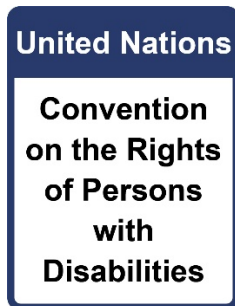
We also follow 2 documents called the:

- National Disability Strategy
- State Disability Inclusion Plan (Inclusive SA).

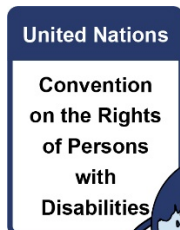




These documents are plans to make life better for people with disability.



We also follow the *United Nations Convention on the Rights of Persons with Disabilities* (the UN Convention) in this plan.



The UN Convention is a document that explains the **rights** of people with disability around the world.



Rights are rules about how everybody should be treated fairly.

## What people told us



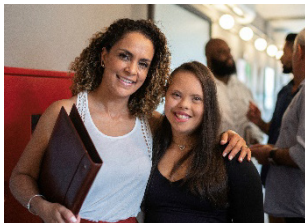
We asked people in the community to share their ideas with us about how we can be more:

- accessible
- inclusive.

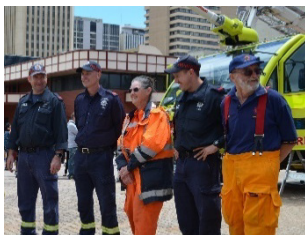
We received responses from a range of people, including:



- families of people with disability



- organisations that work with people with disability



- people who work for us.

**45%**

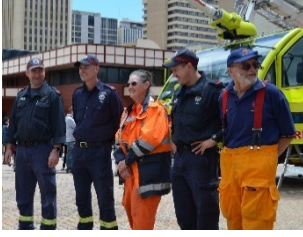


45% of responses were from family members of people with disability.

**20%**



20% of responses were from culturally and linguistically diverse communities.



22% of responses were from people who work with us.



They gave us ideas about how we can be more:

- accessible
- inclusive.

Our community told us it's important:



- to help people with disability get the information they need in a way that suits them



- for our staff to learn how to work with people with disability



- to include people with disability when we make decisions that affect them.



We have put these ideas into our plan.

## Our Disability Access and Inclusion Plan



Our plan talks about what we will do over the next 4 years to make the Sector more:

- accessible
- inclusive.



Our plan has 4 main themes:

1. Communities that include everyone
2. Leading and working together
3. Accessible communities
4. Learning and working.



Each of these themes has a list of what we need to do to reach our goals.



We will talk about each theme in more detail on the following pages.

# 1. Communities that include everyone

1



We want people with disability to be included in our community.



We want the rights of people with disability to be:

- valued
- respected
- protected.



We want to support people with disability to speak up for their own rights.



We will make sure our events and activities are accessible for people with disability.



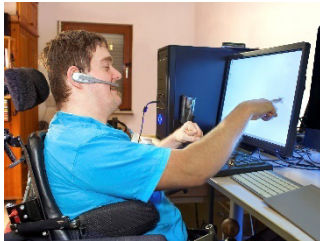
We will support young people with disability to take part in making decisions.



We will make sure the information we give the community is accessible, including our plan.



We will also add a page on our internal website with information and supports for employees with disability.



This will help our employees get the information they need in a way that suits them.



We will make sure our new staff:

- read our plan
- learn how to work with people with disability.



We will make sure people can make a **complaint** in an accessible way.



When you make a complaint, you tell someone that something:

- has gone wrong
- isn't working well.

## 2. Leading and working together



People with disability want to be part of decisions that affect them.

We want to hear what people with disability have to say when we:



- make decisions that affect them



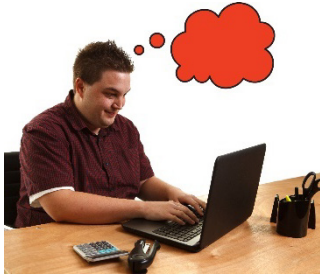
- look at our plan.



We will respect people with disability.



We will include people with disability when we make decisions about the work we do.



We will use the YourSAy website to ask people with disability what they think about what we do.



We will create a Disability Advisory **Committee** to help us make sure our plan is going well.



A committee is a group of people who meet to talk about ideas and make plans.



### 3. Accessible communities

We can make sure we include people with disability if our:



- buildings and spaces are accessible



- communities are inclusive.



This includes:

- public spaces
- transport
- services
- information.



We will make our buildings more:

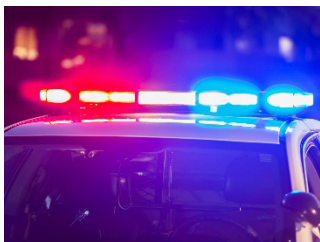
- accessible
- inclusive.



We will make sure our plans and training are:

- accessible
- inclusive.

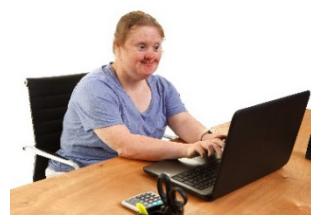
This includes plans and training for an:



- **emergency** – a dangerous situation that we don't expect to happen



- **evacuation** – getting out of a dangerous place safely and calmly.



We will check our websites to make sure they are accessible.



We will train our staff who look after our websites to know more about accessibility.

## 4. Learning and working

# 4

When people with disability work, they can:



- earn their own money



- connect with other people



- take part in the community



- feel like they belong



- do more for themselves and do it on their own.

We want to make places people go to work and learn more:



- accessible



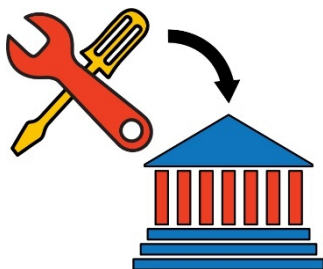
- inclusive.



We will find ways to give people with disability more opportunities to work with us.



We will tell people who work with us about the Public Sector Employment Strategy.



This strategy will help create more accessible and inclusive jobs in the government.



We will encourage people with disability to apply to work with us.



We will also make **volunteering** better for people with disability.



Volunteering is when people choose to do work for free.



We will make sure we have the support we need to do the things we say in our plan.

## Making sure our plan works

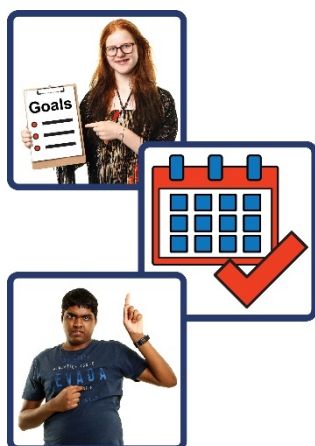


We will share our plan with:

- our community
- everyone who works with us.



Each Agency will work with the Disability Advisory Committee to keep track of how well our plan is going.



We will make sure it:

- includes what we need to do to reach our goals
- stays up to date
- meets the needs of people with disability.



The Disability Advisory Committee will write a report about how well our plan is going every year.



Our plan will last for 4 years.

## Word list

# Not bold Bold

This list explains what the **bold** words in this document mean.

### **Accessible**

When something is accessible, everyone can use it.

This might be:

- a place or a building
- transport
- a service
- information
- a website.



### **Committee**

A committee is a group of people who meet to talk about ideas.

### **Complaint**

When you make a complaint, you tell someone that something:

- has gone wrong
- isn't working well.





## Emergency

An emergency is a dangerous situation that we don't expect to happen



## Emergency Services Sector

The Emergency Services Sector helps keep everyone safe.



## Evacuation

An evacuation is when you get out of a dangerous place safely and calmly.



## Inclusive

When something is inclusive, everyone can take part.



## National Disability Strategy

The National Disability Strategy is a plan to make life better for people with disability around Australia.





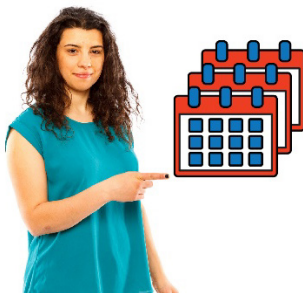
## **Rights**

Rights are rules about how everybody should be treated fairly.



## **State Disability Inclusion Plan (Inclusive SA)**

The State Disability Inclusion Plan (Inclusive SA) is a plan that the South Australian government has made to make life better for people with disability in South Australia.



## **Vision**

Our vision is what we want the Sector to be in the future.



## **Volunteering**

Volunteering is when people choose to do work for free.

## Contact us



[ess.inclusion@sa.gov.au](mailto:ess.inclusion@sa.gov.au)

You can also visit each Agency's website:



Government of South Australia  
South Australian Fire and  
Emergency Services Commission

[www.safecom.sa.gov.au](http://www.safecom.sa.gov.au)



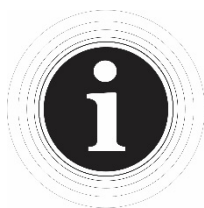
[www.mfs.sa.gov.au](http://www.mfs.sa.gov.au)



[www.cfs.sa.gov.au](http://www.cfs.sa.gov.au)



[www.ses.sa.gov.au](http://www.ses.sa.gov.au)



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