



EASY READ SYNOD OF SOUTH AUSTRALIA DISABILITY ACCESS AND INCLUSION POLICY APPENDICES

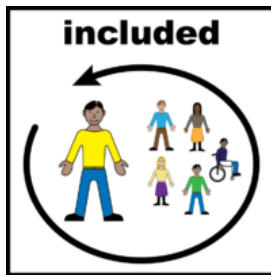


Anna Wilson

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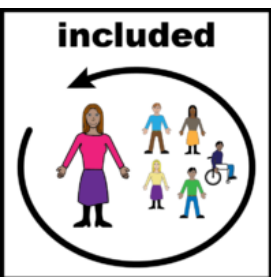
Appendix A



Disability Inclusion Act 2018 (SA): demonstrates the rights of people with disability. Ensures their inclusion and participation.



Equal Opportunity Act 1984 (SA): makes disability discrimination unlawful. This includes in employment, education, and accessing services.



Disability Services Act 1993 (SA): framework for services for people with disability. Points out importance of independence, community inclusion and quality of life.



Guardianship and Administration Act 1993 (SA): deals with appointing guardians and administrators for adults with disability who cannot make decisions alone.



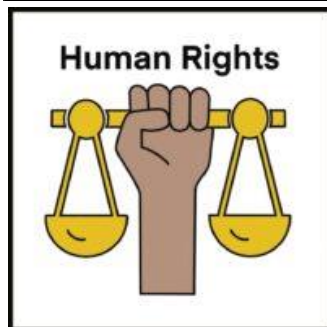
Mental Health Act 2009 (SA): provides for care, treatment and protection of people with mental illness. Talks about involuntary treatment and rights of patients.



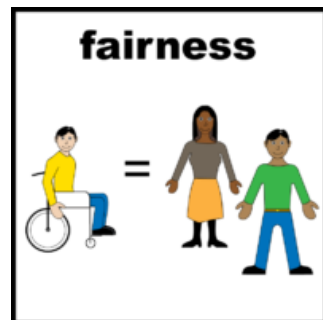
Disability Discrimination Act 1992 (DDA): makes disability discrimination unlawful. This includes in employment, education, accommodation, and accessing things or places.



National Disability Insurance Scheme Act 2013 (NDIS Act): establishes the NDIS, which provides funding and support to people with disability for independence and community participation.



Australian Human Rights Commission Act 1986: establishes the Australian Human Rights Commission which protects human rights in Australia. They can investigate discrimination complaints and breaches of rights.



Fair Work Act 2009: protects employees, ensures fair practices, makes sure there are equal opportunities in the workplace.



Sex Discrimination Act 1984: includes provisions for sex discrimination and ones that intersect with disability discrimination, particularly in the workplace and in educational environments.



Age Discrimination Act 2004: protection from discrimination because of age. This can intersect with disability discrimination, especially for older people who may develop a disability.

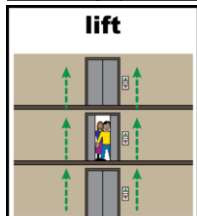


Work Health and Safety Act 2011 (WHS Act): framework to protect health, safety, and welfare of workers. Promotes inclusion of people with disability in safe workplaces.

Appendix B



Carrying out the Disability Access and Inclusion Policy involves actions that demonstrate the ideas. A church community can do this practically by:



Installing ramps, handrails and elevators so all areas of the building are accessible.



Make sure accessible parking is available and close to the entrance.



Make sure there are accessible bathrooms with modifications made.



Make sure the church website is accessible, following Web Content Accessibility Guidelines <https://www.accessibility.org.au/guides/what-is-the-wcag-standard/>.

✅ Making Church Services and Events More Accessible

📺 Join Online

Offer online options for church services and events, like livestreams or Zoom.

🎬 Use Captions

Add captions to all videos so everyone can follow along.

Accessible Documents

Share documents in formats that work for everyone (e.g. Word, PDF, audio).

Share Info in Different Ways

Provide information in:

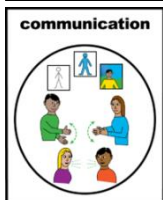
-  Large print
-  Braille
-  Audio
-  Digital

Large-Print Materials

Give out large-print hymn books and notice sheets.



Provide AUSLAN interpreters or live captioning.



Train people to effectively communicate with people with different types of disability.

Use Inclusive Language

Speak in ways that include everyone and make people feel welcome.



Use contrasting colours with clear fonts for PowerPoint slides.

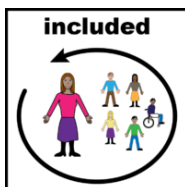
Think About Colour Blindness

Make sure information is clear even if someone can't see all colours.

Offer Helpful Devices

Provide assistive tools like:

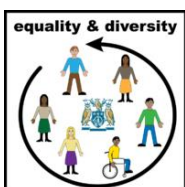
-  Hearing loops
-  Sound systems
-  Magnifying devices



Make sure people with disability can participate in all parts of church activities.



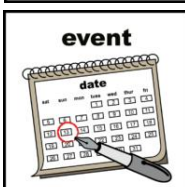
Make sure people have regular training in disability awareness, inclusive practices, and how to support people with disability.



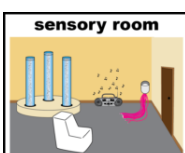
Support the two-way relationship between people with and without disability. People without disability will be changed by including people with disability well.



Organise events or services focusing on disability inclusion.



Celebrate Disability Awareness Sunday or similar events which highlight inclusion and its importance.



Design worship that accommodates for people with disability, such as creating a quiet or sensory space.



Make sure all church programs are accessible and inclusive.



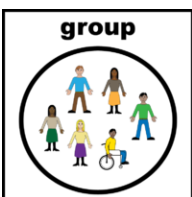
Encourage people with disability to participate in leadership and decisions.



Celebrate Disability Awareness Sunday, which is the closest Sunday to December 3, International Day of People with Disability (IDPwD).



Offer pastoral care and counselling to people with disability. Make sure it is sensitive to their needs. Make sure that staff are trained to understand and address specific challenges



faced by people with disability.

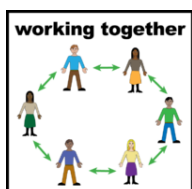
Create a support group for people with disability and their families.



Make sure there are opportunities for people with disability to share experiences and contribute to church life.



Advocate for the rights and needs of people with disability in the community.



Work with disability organisations to gain knowledge and resources to improve access and inclusion.



Invite guests from disability advocacy groups to share with the congregation.



Work with other churches and community groups to advocate for accessibility improvements in the community.



Create and support programs for people with disability, such as accessible Bible study groups or other activities.



Create an Access and Inclusion Plan: Disability (AIPD) that has goals and actions. Make sure this is publicly available and often updated.



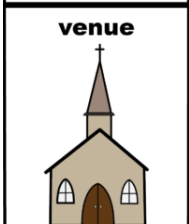
Create a committee focused on disability inclusion to oversee the rollout of the policy.



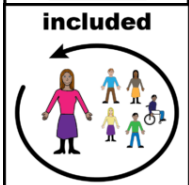
The Disability Access and Inclusion Policy will be reviewed and updated often when feedback is given.



Give opportunities for feedback about experiences and ways to improve from people with disability.



Audit accessibility of facilities and programs often.



Celebrate success and recognise people who help to make church more inclusive.



Make sure there are emergency evacuation plans that consider the needs of people with disability. Make sure these are practiced so everyone knows what to do in an emergency.



Make sure that emergency information is accessible for everyone.



Make sure there is money set aside for accessibility improvements and inclusion.



Look out for grants and donations to enhance disability inclusion in the church.



Give financial help to families of people with disability to support their participation in church activities and events.

These steps means that a church community can



live out its commitment to disability inclusion.

This will also make sure that all members feel welcomed, valued, and able to fully participate in church life.

Contact



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(Some content has been generated by ChatGPT, August 2025 version.)