

Kingston District Council

DISABILITY ACCESS & INCLUSION PLAN 2020-2024



Vision Statement

We are committed to our community and embracing a culture of inclusion, respect, accessibility and prosperity.

Our vision will be achieved by creating a ***Thriving Destination*** that encourages tourism and lifestyle living, through ***Best Practice Planning*** of Public Spaces and Neighborhoods, supported by ***Excellence in Assets & Infrastructure***, ***Strong Communities*** and ***Progressive Leadership***.

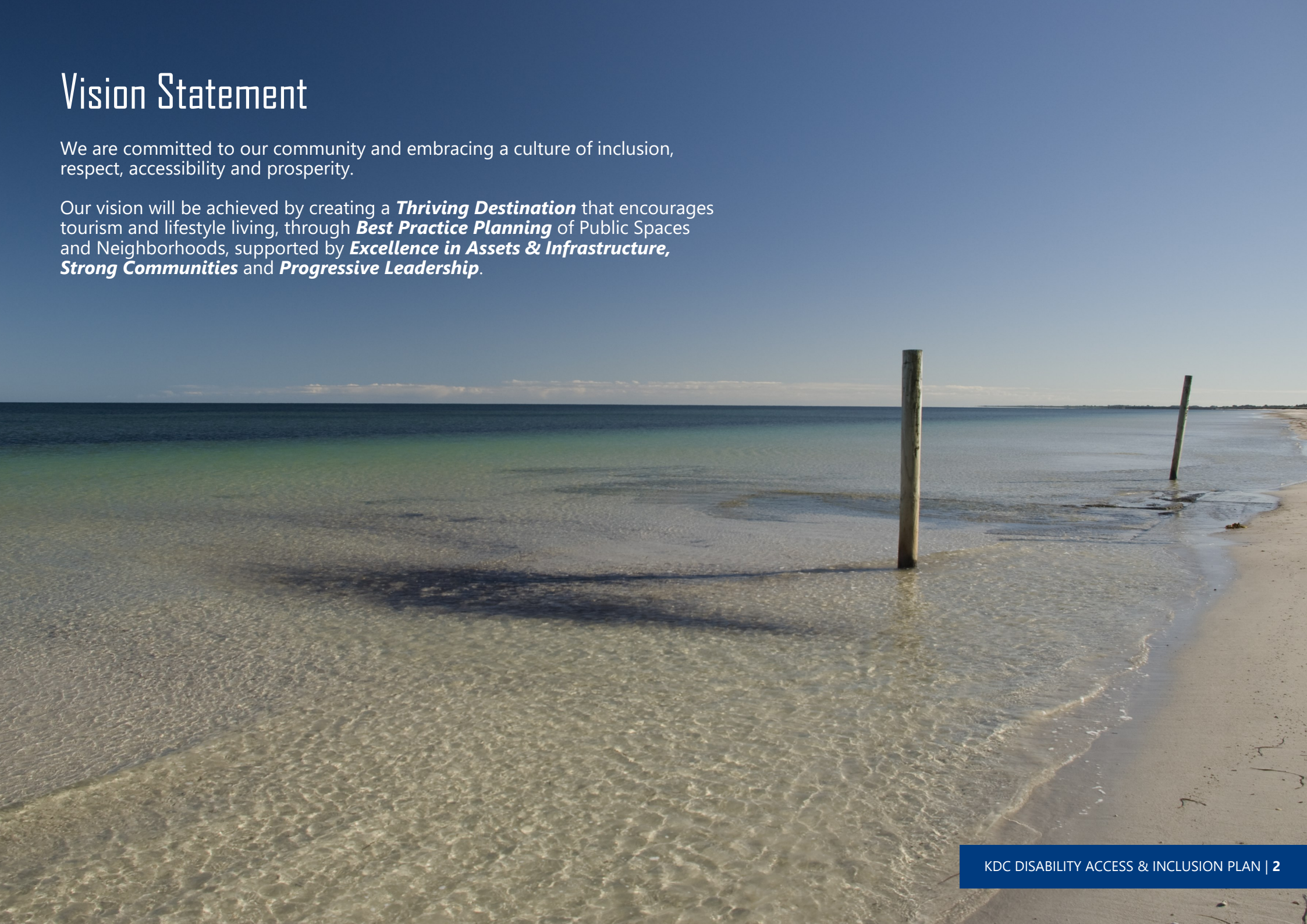


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ELECTED MEMBERS MESSAGE

Welcome to Kingston District Council's Disability Access and Inclusion Plan.

This Plan has been designed to complement Council's Community Plan 2019-2029 and has been guided by key stakeholders and the wider community.



*Cr Jeff Pope, Cr Michael Ringshaw, Cr Tim Harding, Cr Rick Wingard, Cr William Armfield
Cr Jodie Gluyas, CEO Nat Traeger, Mayor Kay Rasheed, Cr Chris England*

The Kingston District Council is committed to the prosperity and success of its community. It acknowledges that disability is a part of the natural diversity of life and that people with a disability need to be included in all aspects of community life.

The Disability Access and Inclusion Plan (DAIP) will provide direction and a whole-of-Council approach as we work to make our facilities and services accessible to all, including anyone who is living with a disability. This encompasses residents, visitors and members of those priority groups identified in the Disability Inclusion Regulations 2019, namely women, children, Aboriginal and Torres Strait Islander people and cultural and linguistically diverse people.

We have developed our DAIP to follow the themes of our Community Plan and address the key strategies outlined in the Disability Inclusion Act 2018 to support people with disability, through:

- Access to built environs, events and facilities
- Access to information and communications
- Addressing the specific need of people with disability in programs and services
- Employment

The DAIP will inform key actions, financial commitment and decision making of Council and enable us to build an accessible, equitable and inclusive community for all.

The achievement of this vision will require the community to work together as one team and in partnership with Council and other key stakeholders. The targets contained within this Plan will rely on hard work, passion and dedication of our community.

Your Council is committed to continuing to work closely with the community to enhance the wellbeing, future prosperity and inclusiveness of our district.

THE KINGSTON STORY

Kingston SE is located on the Limestone Coast of South Australia and is approximately 300 km from Adelaide, South Australia's capital city. Kingston SE offers superb safe beaches, tourist facilities, parks, gardens and extensive sporting and recreational facilities. The district has many national and conservation parks including the world recognised Coorong. Kingston SE also boasts a range of quality health and educational services and facilities, which include a modern medical centre, a 26-bed community hospital, aged care facilities, retirement villages and an R-12 community school and library. Prior to European settlement, several groups of Indigenous people occupied the region, with the Meintang most closely aligned to our district.

Kingston SE is characterised by its prime agricultural land and accessible underground water. It is home to a thriving and vibrant rural economy; featuring cattle and sheep farming for both wool and meat. Commercial fishing is also a significant industry within the district with the local lobster fishing fleet operating out of Cape Jaffa, situated approximately 25km south of Kingston. Kingston is well known for its premium wine production from its Mount Benson Wine Region and neighbouring other well-known wine regions including Coonawarra, Padthaway, Wrattenbully and Penola.

The climate can be described as 'Mediterranean' with mild wet winters and hot dry summers. Although there is recognition of four seasons, the principal seasonal contrasts are warm-to-hot, dry summers and cool-to-mild winters.

The official population count from the 2016 Census is 2,415, with 51.8% male and 48.2% female. This represents a population increase of 3.2% since 2011. Of the 2,415 residents 51.3% are over 50 and 19.1% are over 70. The 50+ age group has increased by 5.2% since 2011, growth which is expected to continue into future years, making accessibility all the more crucial for Kingston. According to the Department of Social Services, there are up to 50 people within the Kingston District Council area who require additional support services due to disability and approximately 15 personal carers. Within the district 1.8% of residents identify as Aboriginal or Torres Strait Islander and 0.06% speak a language other than English at home.



COMMUNITY ENGAGEMENT

Kingston District Council is committed to working alongside our community to create a place where people of all ages and abilities can achieve optimal health and wellbeing with the goal of creating a stronger future for the district and its people. The DAIP is an important legislative document that has the potential for a high level of impact for the public and its development will involve engagement with and participation of the community and stakeholders.

Council engaged with the community to encourage feedback on the DRAFT Disability Access and Inclusion Plan (DAIP), prior to its adoption by Council. The timeline of the development of the DAIP followed the following steps:

DATE	ACTION	COMMENT
June 2020	Develop DRAFT DAIP	DRAFT DAIP developed by Council staff
9 July 2020	Hold "Round Table" workshop	"Round Table" workshop discussing the DRAFT DAIP with invited key stakeholders, including representatives from Kingston Supported Employment Services, Kingston Retirement Village, Kingston Community School, Kingston Senior Citizen's Club and members of the community who live with disability or care for someone with a disability.
July 2020	Update DRAFT DAIP	DRAFT DAIP updated to incorporate relevant feedback, comments and suggestions from the workshop
11 August 2020	Briefing of Council at Informal Gathering	Elected Members were briefed on the DRAFT DAIP and provided with opportunity to make comment at the Informal Gathering of 11 August 2020
18 August 2020	Present the DRAFT DAIP to Council	DRAFT DAIP presented to the 18 August 2020 meeting of Council for endorsement
August 2020	Release the DRAFT DAIP for community engagement	Release of the DRAFT DAIP to wider community engagement via Council website, social media and Coastal Leader
September 2020	Update DRAFT DAIP	DRAFT DAIP updated to incorporate relevant feedback, comments and suggestions received from the community
22 September 2020	Present the DRAFT DAIP to Council for adoption	DRAFT DAIP presented to the 22 September 2020 meeting of Council for adoption
November 2020	Distribute DAIP and commence actions identified	DAIP distributed to relevant stakeholders and commencement of implementation and tracking of actions identified

STRATEGIC AND LEGISLATIVE CONNECTIONS

Our Plan has been developed with consideration given to the various legislation, strategies and plans developed to support and promote access and inclusion for people living with a disability. **The International and National strategic alignment of the Disability Access and Inclusion Plan includes:**

International United Nations Convention on the Rights of Persons with Disabilities

- Acknowledges that people living with a disability have the same human rights as other members of the community and that the State and the community have a responsibility to facilitate the exercise of those rights.

National National Disability Strategy 2010-2020, National Disability Insurance Scheme, National Disability Agreement

- Inclusive and accessible communities
- Rights protection, justice and legislation
- Economic security
- Personal and community support
- Learning and skills
- Health and wellbeing





At a South Australian level, the Kingston District Council DAIP considers the Disability Inclusion Act 2018 and the core themes of the State Disability Inclusion Plan 2019-2023, being:

State Disability Inclusion Plan

Theme 1: Inclusive communities for all

Social inclusion is a priority for people living with disability as it affects all aspects of their lives. It is our aim that the contributions and rights of people living with disability are valued and understood by all South Australians and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.

Priority 1: Involvement in the community

Priority 2: Improving community understanding and awareness

Priority 3: Promoting the rights of people living with disability

Theme 2: Leadership and collaboration

People living with disability want to have a greater role in leading and contributing to government and community decision-making. It is our aim that the perspectives of people living with disability are actively sought and that they are supported to participate meaningfully in government and community consultation and engagement activities.

Priority 4: Participation in decision-making

Priority 5: Leadership and raising profile

Priority 6: Engagement and consultation

Theme 3: Accessible communities

The accessibility of the built environment, quality services and information is key to ensuring people living with disability are included and have the opportunity to equally participate in all aspects of community life. It is our aim to increase accessibility to public and community infrastructure, transport, services, information, sport and recreation and the greater community.

Priority 7: Universal Design across South Australia

Priority 8: Accessible and available information

Priority 9: Access to services

Theme 4: Learning and employment

Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. It is our aim that people living with disability have access to inclusive places of study and that education and training provides pathways to meaningful and inclusive employment and volunteering opportunities.

Priority 10: Better supports within educational and training settings

Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning

Priority 12: Improved access to employment opportunities and better support within workplaces

DISABILITY ACCESS AND INCLUSION PLAN STRUCTURE

The Disability Access and Inclusion Plan (DAIP) has been structured to mirror the themes identified in Council’s Community Plan 2019-2029. By incorporating the objectives of the DAIP into an existing framework, Council can streamline the actions identified and ensure the targets of both Plans are complementary and consistent. The following key actions identified in the Community Plan are reflected in the DAIP:

A Thriving Destination	Best Practice In Planning	Excellence In Assets & Infrastructure	Strong Communities	Progressive Leadership
<ul style="list-style-type: none"> • A sought-after visitor & lifestyle destination • A vibrant town centre 	<ul style="list-style-type: none"> • Integrated, spaces & places • Preserve the rural atmosphere, open spaces, beaches & other natural resources 	<ul style="list-style-type: none"> • Best practice asset & infrastructure management 	<ul style="list-style-type: none"> • A community with a shared sense of pride & common purpose • A knowledgeable community that looks beyond its boundaries for inspiration and learning • A healthy & resilient community • Promote & encourage the arts & increase the diversity of arts & cultural opportunities within the Council area 	<ul style="list-style-type: none"> • Organisational excellence • Council is an employer of choice

ACTION PLAN STRATEGIES

THEME 1 | A Thriving Destination

Outcome	Community Plan Action	Disability Access and Inclusion Target	State Disability Inclusion Plan Alignment	Timeframe	Responsible Officer	Status
A sought-after visitor and lifestyle destination	<ul style="list-style-type: none"> Provide consistent, clear and relevant information to people visiting our town and district 	<ul style="list-style-type: none"> Identify opportunities to improve signage throughout the Council area and at Council facilities eg clear and consistent signage where disabled facilities are available (such as public toilets) 	<ul style="list-style-type: none"> Theme 3: Priority 7, 8 	<ul style="list-style-type: none"> Dec 2021 	<ul style="list-style-type: none"> Manager Assets and Infrastructure 	<ul style="list-style-type: none">
A vibrant town centre	<ul style="list-style-type: none"> Provide in demand facilities and services to the community and visitors Support new and existing community events 	<ul style="list-style-type: none"> Consider accessibility through the delivery of the Main Streets Stimulus Project including designated disabled parking spaces at key locations Progress the investigation and installation of an "accessible" cabin, fully compliant with Australian Standards, at the Kingston Foreshore Caravan Park Consider accessible equipment and inclusive places when installing or upgrading existing or new play spaces Consider disabled accessibility for Council run events and events held on Council land In collaboration with LCLGA and SATC, market Kingston as an inclusive destination, including facilities, businesses and provisions at the Kingston Foreshore Caravan Park 	<ul style="list-style-type: none"> Theme 1: Priority 1 Theme 3: Priority 7, 8, 9 Theme 3: Priority 7, 9 Theme 1: Priority 1 Theme 3: Priority 7, 9 Theme 1: Priority 1, 2, 3 Theme 2: Priority 6 Theme 3: Priority 9 Theme 1: Priority 2 Theme 3: Priority 7, 9 	<ul style="list-style-type: none"> Dec 2021 June 2022 Ongoing Ongoing Ongoing 	<ul style="list-style-type: none"> Manager Assets and Infrastructure Chief Executive Officer Chief Executive Officer Chief Executive Officer Communication Engagement Coordinator 	<ul style="list-style-type: none"> Car park spaces line-marked Aug 2021 Cabin installation planned for late 2021 Considered during project scoping Considered during event planning and risk assessment process Incorporated in marketing plans

THEME 2 | Best Practice Planning

Outcome	Community Plan Action	Disability Access and Inclusion Target	State Disability Inclusion Plan Alignment	Timeframe	Responsible Officer	Status
Integrated, spaces and place	<ul style="list-style-type: none"> Create connected places and usable spaces, that attract a range of people (residents, visitors, new families and retirees) Create an accessible district for all ages 	<ul style="list-style-type: none"> Establish well lit footpath linkages from the Kingston Foreshore Caravan Park to the Hanson Street/Marine Parade intersection 	<ul style="list-style-type: none"> Theme 3: Priority 9 	<ul style="list-style-type: none"> June 2021 	<ul style="list-style-type: none"> Manager Assets and Infrastructure 	<ul style="list-style-type: none"> Completed 2019/20
		<ul style="list-style-type: none"> Establish a sealed, safe and accessible footpath network across the township that provides direct linkages for walkers and mobility users from key facilities to the town centre 	<ul style="list-style-type: none"> Theme 3: Priority 9 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Manager Assets and Infrastructure 	<ul style="list-style-type: none"> Captured in Community Plan
		<ul style="list-style-type: none"> Identify opportunities to improve linkages within parks and reserves to create continuous paths between features such as playgrounds, toilets, barbeques and seating 	<ul style="list-style-type: none"> Theme 3: Priority 9 	<ul style="list-style-type: none"> Dec 2021 	<ul style="list-style-type: none"> Manager Assets and Infrastructure 	<ul style="list-style-type: none">
		<ul style="list-style-type: none"> Engage with local businesses to confirm they understand their accessibility obligations under the Disability Inclusion Act 2018 and provide guidance and support, through the development of a dedicated access and inclusion page on the Council website, which will provide links to accessibility requirements and Australian Standards 	<ul style="list-style-type: none"> Theme 1: Priority 1, 2, 3 Theme 2: Priority 5, 6 Theme 3: Priority 7 Theme 4: Priority 12 	<ul style="list-style-type: none"> Aug 2021 	<ul style="list-style-type: none"> Senior Development and Compliance Coordinator Governance and Risk Officer 	<ul style="list-style-type: none"> Email with relevant information sent to email database
		<ul style="list-style-type: none"> Install an Accessible 'all ages' Change Facility in at least one public toilet 	<ul style="list-style-type: none"> Theme 3: Priority 7, 9 	<ul style="list-style-type: none"> Dec 2023 	<ul style="list-style-type: none"> Manager Assets and Infrastructure 	<ul style="list-style-type: none">
		<ul style="list-style-type: none"> Advocate with State bodies for accessibility improvements to facilities such as the hospital and Community Health Centre 	<ul style="list-style-type: none"> Theme 1: Priority 3 Theme 3: Priority 7, 9 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Chief Executive Officer 	<ul style="list-style-type: none"> Captured in Community Plan
		<ul style="list-style-type: none"> Investigate the expansion of the Community Assistance Program to include improvements to business accessibility 	<ul style="list-style-type: none"> Theme 3: Priority 7, 9 	<ul style="list-style-type: none"> June 2021 	<ul style="list-style-type: none"> Manager Corporate and Community Services 	<ul style="list-style-type: none"> CAP not appropriate for business based grants—CAP will not incorporate disability access component
Preserve the rural atmosphere	<ul style="list-style-type: none"> Proactively manage our coastline and beaches 	<ul style="list-style-type: none"> Install a beach access mat and associated infrastructure to provide wheelchair access to the beach and an appropriate accessible changing facility 	<ul style="list-style-type: none"> Theme 3: Priority 9 	<ul style="list-style-type: none"> June 2022 	<ul style="list-style-type: none"> Chief Executive Officer 	<ul style="list-style-type: none">

THEME 3 | Excellence in Assets and Infrastructure

Outcome	Community Plan Action	Disability Access and Inclusion Target	State Disability Inclusion Plan Alignment	Timeframe	Responsible Officer	Status
Best practice asset and infrastructure management	<ul style="list-style-type: none"> Continually review all asset and infrastructure management processes, systems and methodology 	<ul style="list-style-type: none"> Conduct an audit of Council buildings to ensure that, where possible, all facilities have appropriate disability access and Disability (Access to Premises—Buildings) Standards 2010 are met 	<ul style="list-style-type: none"> Theme 3: Priority 9 	<ul style="list-style-type: none"> Dec 2021 	<ul style="list-style-type: none"> Development and Compliance Coordinator 	<ul style="list-style-type: none"> Project commenced Jun 21 In21/22 budget, site investigations commenced Sept 21
		<ul style="list-style-type: none"> Investigate options for the provision of gopher and electric wheelchair charging points at identified Council facilities 	<ul style="list-style-type: none"> Theme 3: Priority 7, 9 	<ul style="list-style-type: none"> June 2022 	<ul style="list-style-type: none"> Development and Compliance Coordinator 	
		<ul style="list-style-type: none"> Update evacuation plans and evacuation diagrams in Council buildings to consider the needs of the mobility impaired 	<ul style="list-style-type: none"> Theme 3: Priority 7, 8 	<ul style="list-style-type: none"> Aug 2021 	<ul style="list-style-type: none"> WHS Officer 	
		<ul style="list-style-type: none"> Conduct an audit of existing pedestrian ramps to determine compliance with Australian Standards and capture required upgrades in a progressive renewal schedule 	<ul style="list-style-type: none"> Theme 3: Priority 9 	<ul style="list-style-type: none"> June 2022 	<ul style="list-style-type: none"> Manager Assets and Infrastructure 	
		<ul style="list-style-type: none"> Improve access to The Granites viewing platform from the carpark 	<ul style="list-style-type: none"> Theme 3: Priority 9 	<ul style="list-style-type: none"> Dec 2021 	<ul style="list-style-type: none"> Manager Assets and Infrastructure 	
		<ul style="list-style-type: none"> Improve access to the barbeque shelter and swimming beach at the Cape Jaffa Anchorage Marina 	<ul style="list-style-type: none"> Theme 3: Priority 9 	<ul style="list-style-type: none"> Dec 2022 	<ul style="list-style-type: none"> Manager Assets and Infrastructure 	

THEME 4 | Strong Communities

Outcome	Community Plan Action	Disability Access and Inclusion Target	State Disability Inclusion Plan Alignment	Timeframe	Responsible Officer	Status
A community with a shared sense of pride and common purpose	<ul style="list-style-type: none"> Ensure transparency in Council's responsibilities and decision making Develop a community engagement strategy that engages our community across all aspects of Council operations, activities and services 	<ul style="list-style-type: none"> Develop and implement community engagement plan/s that aim to engage the whole community in Council's key decisions Encourage proposals and feedback from the community regarding access and inclusion issues through the development and promotion of dedicated access and inclusion page on the Council website 	<ul style="list-style-type: none"> Theme 1: Priority 1, 2, 3 Theme 2: Priority 4, 6 Theme 1: Priority 1, 2, 3 Theme 2: Priority 6 	Ongoing	Chief Executive Officer	<ul style="list-style-type: none"> Wide distribution and consultation methods
				Aug 2021	Governance and Risk Officer	<ul style="list-style-type: none"> Page on website created
A knowledgeable community that looks beyond its boundaries for inspiration and learning	<ul style="list-style-type: none"> Develop an ongoing community development program Benchmark the township and district's performance 	<ul style="list-style-type: none"> As per Council's Community Plan 2019-2029, develop and implement a Community and Economic Development Strategy, and Implementation Plan that focuses on improving community wellness and economic prosperity for the district, including disability and inclusiveness actions 	<ul style="list-style-type: none"> Theme 1: Priority 1, 2, 3 Theme 2: Priority 4, 6 Theme 4: Priority 10, 11, 12 	June 2022	Chief Executive Officer	<ul style="list-style-type: none">
A healthy & resilient community	<ul style="list-style-type: none"> Provide facilities that encourage a physically active community Facilitate the deliver of health and wellbeing programs Support and promote programs & networks that encourage community leadership, participation & volunteering 	<ul style="list-style-type: none"> Explore opportunities to activate the foreshore through the establishment of a designated recreational precinct for residents and visitors, incorporating disability accessible facilities, playground equipment and associated infrastructure Support the establishment/strengthening and promotion of community disability support networks through the development of a dedicated access and inclusion page on the Council website Encourage community clubs, groups and volunteer organisations to operate with a view to inclusiveness through engaging with and accessing existing networks and industry bodies eg StarClub 	<ul style="list-style-type: none"> Theme 1: Priority 1, 3 Theme 2: Priority 4, 6 Theme 3: Priority 7, 9 Theme 1: Priority 1, 2, 3 Theme 2: Priority 4, 5, 6 Theme 3: Priority 8 Theme 4: Priority 10, 11, 12 Theme 1: Priority 1, 2, 3 Theme 4: Priority 10, 11 	June 2023	Chief Executive Officer	<ul style="list-style-type: none">
				Aug 2021	Governance and Risk Officer	<ul style="list-style-type: none"> Page on website created
				Ongoing	Chief Executive Officer, Communication Engagement Coordinator	<ul style="list-style-type: none"> Through newsletters and direct contact as relevant

Outcome	Community Plan Action	Disability Access and Inclusion Target	State Disability Inclusion Plan Alignment	Timeframe	Responsible Officer	Status
		<ul style="list-style-type: none"> Support community programs in Council facilities through considered lease agreement conditions Continue to provide a vehicle for the use of the Red Cross Transport Service Investigate the option of upgrading the Red Cross car to a vehicle with wheelchair access 	<ul style="list-style-type: none"> Theme 3: Priority 9 Theme 1: Priority 3 Theme 3: Priority 9 Theme 1: Priority 3 Theme 3: Priority 9 	<ul style="list-style-type: none"> Ongoing Ongoing June 2021 	<ul style="list-style-type: none"> Manager Corporate and Community Services Chief Executive Officer Manager Assets and Infrastructure 	<ul style="list-style-type: none"> Captured in Council policies and procedures regarding leases Captured within annual budget process Vehicle changed over 2019/20 with larger capacity car
Promote & encourage the arts and increase the diversity of arts & cultural opportunities within the Council area	<ul style="list-style-type: none"> Provide services, programs and facilities for the community to participate in a broad range of arts and activities 	<ul style="list-style-type: none"> Implementation of the Public Art Framework considers accessibility of art installations 	<ul style="list-style-type: none"> Theme 3: Priority 9 	<ul style="list-style-type: none"> June 2021 	<ul style="list-style-type: none"> Chief Executive Officer 	<ul style="list-style-type: none"> Accessibility captured within Framework



THEME 5 | Progressive Leadership

Outcome	Community Plan Action	Disability Access and Inclusion Target	State Disability Inclusion Plan Alignment	Timeframe	Responsible Officer	Status
Organisational Excellence	<ul style="list-style-type: none"> Meet all legislative requirements Risk management fully embedded into organisational culture Build an organisational culture that promotes continuous improvement 	<ul style="list-style-type: none"> The Disability Access and Inclusion Plan will be accessible on Council's website and in hard copy at the Council office Staff, Elected Members and Volunteers have an understanding of the DAIP and Disability Inclusion Act 2018 requirements 	<ul style="list-style-type: none"> Theme 3: Priority 8 Theme 1: Priority 2, 3 	<ul style="list-style-type: none"> Dec 2020 March 2021 	<ul style="list-style-type: none"> Governance and Risk Officer Manager Corporate and Community Services 	<ul style="list-style-type: none"> Completed Sept 2020 DAIP adopted Sept 2020
Council is an employer of choice	<ul style="list-style-type: none"> Commitment to innovation and a "Can-Do" attitude Protect employee's health in the workplace A supportive environment that promotes a healthy work life balance 	<ul style="list-style-type: none"> Council recruitment and employment processes adhere to Equal Employment Opportunity principles Council employment panels to be informed of responsibilities and requirements of the Disability Inclusion Act 2018 Update staff and volunteer induction packages to include introduction to the DAIP Employees are active ambassadors for Council as an employer of choice 	<ul style="list-style-type: none"> Theme 4: Priority 12 Theme 4: Priority 12 Theme 1: Priority 2 Theme 4: Priority 10 Theme 1: Priority 2 Theme 4: Priority 12 	<ul style="list-style-type: none"> Ongoing Ongoing March 2021 Ongoing 	<ul style="list-style-type: none"> Chief Executive Officer, Manager Corporate and Community Services Chief Executive Officer, Manager Corporate and Community Services Governance and Risk Officer Chief Executive Officer 	<ul style="list-style-type: none"> Captured in Council policies and procedures Captured within recruitment/induction processes Packs updated Captured within Community Plan

MONITORING AND REVIEW

As part of ensuring the effective operation of this DAIP, Kingston District Council staff will monitor the actions contained in the Plan at monthly Leadership Group meetings. The DAIP will also be reviewed by the Leadership Team annually, to make sure the Plan remains relevant, actions are being tracked and that Council is meeting its commitment to creating a safer and more inclusive community for all.

Any alterations made to the DAIP are outlined below:

DATE	REVIEW METHOD	DESCRIPTION OF CHANGES
October 2021	Annual Review	<ul style="list-style-type: none"> • Update of Community Engagement table • Inclusion of "Status" column • Update of Status of actions • Review of timeframe for some actions • Update of staff titles

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