

## Council Policy

### CP025

#### Disability Access and Inclusion policy

<b>Officer</b>	Community Development Officer	<b>Owner</b>	Creative Communities
<b>Review frequency</b>	Bi -annually	<b>Next review</b>	2016
<b>Council resolution number and date</b>			
<b>Mayor</b>		<b>Chief Executive Officer</b>	

#### OBJECTIVE

To endorse a Disability Access and Inclusion Policy and a Disability Access and Inclusion Plan and framework aligned with the City of Greater Geraldton Community Strategic Plan 2012- 2022 and the 2029 and Beyond Charter that will guide Council directions, programs and resource allocation required to integrate and respond to community needs and initiatives.

The intent is to service the community under the provisions of the legislative requirements of the WA Disability Services Act 2004, and the National Disability Strategy 2010-2020. **Error! Bookmark not defined.**

#### SCOPE

The policy provides the working principles for the directions and development of activities and services applied by the City of Greater Geraldton to provide for the needs of people with a disability.

This policy is regulated and is to be reviewed in accordance with changes in Federal and State policy relating to Disability Access and Inclusion.

This policy relates to all staff and elected members and contractors providing services on behalf of the City. **Error! Bookmark not defined.**

#### DEFINITIONS

**City** means the City of Greater Geraldton.

**Council** means the council of the City of Greater Geraldton.

**Councillor** means a person who holds the office of councillor on the Council.

**Mayor** means the mayor elected by electors of the district of the City of Greater Geraldton.

**CEO** means the chief executive officer of the City.

**Disability** means a disability which is attributed to cognitive and intellectual impairment as well as physical, sensory and psycho-social disability either temporary or permanent

**Universal Design** means the design of products and environments to be useable by all people to the greatest extent possible without the need for adaption or specialised design.

**Disability Access and Inclusion Plan** outlines the ways in which the authority will ensure that people with disabilities have equal access to its facilities and services.

**Disability Services Commission** is the body operated under the WA Disability Services Act 2004, as the governing body for Disability in Western Australia; and **National Disability Strategy** is the over-arching federal strategy creating the framework for policy makers, service providers, community groups, businesses and families to engage with people with disability.

***Error! Bookmark not defined.***

## **POLICY**

The City of Greater Geraldton is committed to ensuring that its community is an accessible and inclusive one for people with disabilities, their families and carers; recognising that people with a disability have a right to quality services, facilities, programs and events that enable them to live and fully participate in their communities by providing them with the same opportunities, rights and responsibilities enjoyed by other people in the city through the following;

- Commitment to consulting with people with disability and disability organisations to ensure that barriers to access and inclusion are addressed appropriately.
- Commitment to advocating to local community groups and businesses to facilitate the inclusion of people with disability through improved access to facilities and services in the community.
- Implementation and review its Disability Access and Inclusion Plan in accordance with the Western Australian Disability Services Act (1993) by taking all practical measures to ensure the implementation of the plan by its councillors, staff and contractors.
- Submission of a Disability Access and Inclusion Plan and the provision of annual achievement reports to the Disability Services Commission.
- Commitment to achieving the 6 desired outcomes listed in Schedule 3 of the WA Disability Service Regulations, 2004 and the implementation of a Disability Access and Inclusion Plan.
  1. Outcome 1 – People with disability have the same opportunities as other people to access services and events organised by City of Greater Geraldton.
  2. Outcome 2 – People with disability have the same opportunities as other people to access buildings and other facilities of City of Greater Geraldton.
  3. Outcome 3 - People with disability receive information from the City of Greater Geraldton in a format that will enable them to access the information as readily as other people are able to access it.
  4. Outcome 4 – People with disability receive the same level and quality of service from the staff of City of Greater Geraldton as other people receive from the staff.
  5. Outcome 5 – People with disability have the same opportunities as other people to provide feedback and make complaints to the City of Greater Geraldton.
  6. Outcome 6 – People with disability have the same opportunities as other people to participate in any consultation by the City of Greater Geraldton.
  7. Outcome 7 - People with disability have the same opportunities as other people to obtain and maintain employment with the City of Greater Geraldton.

The strategies within the Disability Access and Inclusion Plan will remain throughout the 5 year life of the plan and the implementation plan will be reviewed annually to evaluate the effectiveness of the actions from each strategy.

- Endeavouring to address and progress all items in the Disability Access and Inclusion Plan and prioritise and set budgets within its resource capabilities.
- Undertaking responsibility for implementing the Disability Access and Inclusion Plan is inclusive of all areas within the City, and all Directors and Managers are responsible for ensuring that reporting requirements are met and that staff and contractors apply best practice access and inclusion principles and are familiar with any relevant legislation, policy, applicable universal design requirements and applicable items of the Disability Access and Inclusion Plan.
- Actively apply best practice access principles to services, facilities, programs and events and apply and review policy and procedures for functional implementation of the Disability Access and Inclusion Plan.
- The City will promote disability awareness and advocate to the community by providing access guidelines to community and commercial sectors to consider the needs of people with disability.

## **LEGISLATIVE REQUIREMENTS**

The WA Disability Services Act 2004 stipulates that local government authorities must submit a Disability Access and Inclusion Plan every 5 years to the WA Disability Services Commission and an annual progress report on the Disability Access and Inclusion Plan.

The legislative requirements of the WA Disability Services Act 2004, also frame and include the Commonwealth Disability Discrimination Act 1992, and the WA Equal Opportunity Act 1984.

## **WORKPLACE INFORMATION**

Local Government Act 1995

Commonwealth Disability Services Act 1986

Western Australian Disability Services Act 1993

Commonwealth Disability Discrimination Act 1992

Western Australian Equal Opportunity Act 1984

National Disability Strategy 2010-2020

Western Australian Language services Policy 2008

AS 1428 Design for Access and Mobility

National Construction Code Standards

Premises Standards 2010

The City of Geraldton Community Engagement Policy 2012

The City of Greater Geraldton Community Strategic Plan 2012- 2022

The City of Greater Geraldton 2029 and Beyond Charter

The City of Greater Geraldton Equal Employment Opportunity Policy 2012

## **ROLES AND RESPONSIBILITIES**

The Director of Creative Communities is responsible for implementing this policy.

## **RELATED STRATEGIES AND POLICIES**

DRAFT