

City of Greater Geraldton Council Policy

1.4 ACCESS AND INCLUSION

STRATEGIC THEME

Connected

OBJECTIVES

The Access and Inclusion Policy and the Access and Inclusion Plan 2024-2029 is aligned with the City of Greater Geraldton Strategic Community Plan 2025-2035 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 *Disability Services Act 1993 (WA)*, and Australia's Disability Strategy 2021–2031.

POLICY STATEMENT

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 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 mandatory policy relates to all Councillors, staff and contractors providing services on behalf of the City.

POLICY DETAILS

1. 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 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;
 - 1.1. Commitment to consulting with people with disabilities and disability organisations to ensure that barriers to access and inclusion are addressed appropriately.
 - 1.2. Commitment to advocating to local community groups and businesses to facilitate the inclusion of people with disabilities through improved access to facilities and services in the community.
 - 1.3. Implementation and review of its Access and Inclusion Plan in accordance with the *Disability Services Act WA (1993, Amended 2004)* by taking all practical measures to ensure the implementation of the plan by its Councillors, staff and contractors.
 - 1.4. Submission of an Access and Inclusion Plan and the provision of annual achievement reports to the Department of Communities (Western Australia).
 - 1.5. Commitment to achieving the 7 outcomes listed in Schedule 3 of the *Disability Services Regulations 2004 (WA)* and the implementation of a Disability Access and Inclusion Plan.
 - Outcome 1 – People with disability have the same opportunities as other people to access services and events organised by City of Greater Geraldton.

- Outcome 2 – People with disability have the same opportunities as other people to access buildings and facilities.
 - Outcome 3 – People with disability receive information in a format that will enable them to access the information as readily as other people are able to access it.
 - 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.
 - Outcome 5 – People with a disability have the same opportunities as other people to provide feedback and make complaints.
 - Outcome 6 – People with disability have the same opportunities as other people to participate in any consultation.
 - Outcome 7 – People with disability have the same opportunities as other people to obtain and maintain employment.
2. The strategies within the 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 guided by the following objectives:
- 2.1 Endeavouring to address and progress all items in the Access and Inclusion Plan and prioritise and set budgets within its resource capabilities.
 - 2.2 Undertaking responsibility for implementing the 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 Access and Inclusion Plan.
 - 2.3 Actively apply best practice access principles to services, facilities, programs and events and apply and review policy and procedures for functional implementation of the Access and Inclusion Plan.
 - 2.4 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 *Disability Services Act WA (1993, Amended 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 *Disability Services Act WA (1993, Amended 2004)* also frame and include the *Disability Discrimination Act 1992 (Cth)*, and the *Equal Opportunity Act 1984 (WA)*.

KEY TERM DEFINITION

Disability means a disability, which is attributed to cognitive and intellectual impairment, as well as physical, sensory and psychosocial 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.

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

Disability Services Commission is the body established under the *Disability Services Act WA (1993, Amended 2004)*, as the governing body for Disability in Western Australia and is part of the Department of Communities; 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.

ROLES AND RESPONSIBILITIES

The Director Community and Culture is responsible for implementing this policy.

WORKPLACE INFORMATION

Local Government Act 1995 (WA)

Disability Services Act 1986 (Cth)

Disability Services Act WA (1993, Amended 2004)

Disability Discrimination Act 1992 (Cth)

Equal Opportunity Act 1984 (WA)

National Disability Strategy 2021-2031

Western Australian Language Services Policy 2020

AS 1428 Design for Access and Mobility

National Construction Code and Premises Standards

The City of Greater Geraldton Council Policy 1.6 Community Engagement

City of Greater Geraldton Strategic Community Plan 2025-2035

The City of Greater Geraldton Operational Policy 004 Equal Employment Opportunity

POLICY ADMINISTRATION

Directorate	Officer	Review Cycle	Next Due
-------------	---------	--------------	----------

Director Community and Culture		Manager Community and Cultural Development	Triennial	2029
Version	Decision Reference	Synopsis		
6.	Click or tap here to enter text.	Administrative Review – 18 August 2026		

DRAFT