

## COUNCIL POLICY COMPARISON TABLE

CP 1.4 DISABILITY ACCESS & INCLUSION POLICY			
CURRENT POLICY CONTENT	PROPOSED CONTENT	CHANGE NOTES	COUNCIL COMMENTS
<b>SUSTAINABILITY THEME</b>  <b>Community</b>	<b>SUSTAINABILITY THEME</b>  <b>Community</b>	N/A	N/A
<b>OBJECTIVES</b> 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 2017- 2027 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	<b>OBJECTIVE</b> The Disability Access and Inclusion Policy and the Disability Access and Inclusion Plan and framework is aligned with the City of Greater Geraldton Community Strategic Plan 2021 – 2031 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 <b>Australia's Disability Strategy 2021–2031</b>	Removed reference to 2029 and Beyond Charter Changed date of Community Strategic Plan	N/A
<b>POLICY STATEMENT</b> 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 mandatory policy relates to all staff and elected members and contractors providing services on behalf of the City.	<b>POLICY STATEMENT</b> 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 mandatory policy relates to all <b>Councillors</b> , staff and contractors providing services on behalf of the City.	Changed elected members to Councillors	N/A
<b>POLICY DETAILS</b> 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 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; <ol style="list-style-type: none"> <li>1.1 Commitment to consulting with people with disabilities and disability organisations to ensure that barriers to access and inclusion are addressed appropriately.</li> <li>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.</li> <li>1.3 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.</li> <li>1.4 Submission of a Disability Access and Inclusion Plan and the provision of annual achievement reports to the Disability Services Commission.</li> </ol>	<b>POLICY DETAILS</b> 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 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; <ol style="list-style-type: none"> <li>1.1 Commitment to consulting with people with disabilities and disability organisations to ensure that barriers to access and inclusion are addressed appropriately.</li> <li>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.</li> <li>1.3 Implementation and review its Disability Access and Inclusion Plan in accordance with the <i>Western Australian Disability Services Act (1993, Amended 2004)</i> by taking all practical measures to ensure the implementation of the plan by its councillors, staff and contractors.</li> </ol>	1.5 The incorporation of additional Outcome 7 of the WA Disability Service Regulations  2.added 'guided by the following objectives'	N/A

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<p>1.5 Commitment to achieving the 6 outcomes listed in Schedule 3 of the WA Disability Service Regulations, 2004 and the implementation of a Disability Access and Inclusion Plan.</p> <ul style="list-style-type: none"> <li>• Outcome 1 – People with disability have the same opportunities as other people to access services and events organised by City of Greater Geraldton.</li> <li>• Outcome 2 – People with disability have the same opportunities as other people to access buildings and other facilities of City of Greater Geraldton.</li> <li>• 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.</li> <li>• 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.</li> <li>• Outcome 5 – People with a disability have the same opportunities as other people to provide feedback and make complaints to the City of Greater Geraldton.</li> <li>• Outcome 6 – People with disability have the same opportunities as other people to participate in any consultation by the City of Greater Geraldton.</li> </ul> <p>2. 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.</p> <p>2.1 Endeavouring to address and progress all items in the Disability Access and Inclusion Plan and prioritise and set budgets within its resource capabilities.</p> <p>2.2 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.</p> <p>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 Disability Access and Inclusion Plan.</p> <p>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 a disability.</p> <p>3. LEGISLATIVE REQUIREMENTS</p>	<p>1.4 Submission of a Disability Access and Inclusion Plan and the provision of annual achievement reports to the Disability Services Commission.</p> <p>1.5 Commitment to achieving the 7 outcomes listed in Schedule 3 of the WA Disability Service Regulations, 2004 and the implementation of a Disability Access and Inclusion Plan.</p> <ul style="list-style-type: none"> <li>• Outcome 1 – People with disability have the same opportunities as other people to access services and events organised by City of Greater Geraldton.</li> <li>• Outcome 2 – People with disability have the same opportunities as other people to access buildings and other facilities of City of Greater Geraldton.</li> <li>• 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.</li> <li>• 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.</li> <li>• Outcome 5 – People with a disability have the same opportunities as other people to provide feedback and make complaints to the City of Greater Geraldton.</li> <li>• Outcome 6 – People with disability have the same opportunities as other people to participate in any consultation by the City of Greater Geraldton.</li> <li>• Outcome 7 – People with disability have the same opportunities as other people to obtain and maintain employment at the City of Greater Geraldton.</li> </ul> <p>2. 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, guided by the following objectives:</p> <p>2.1 Endeavouring to address and progress all items in the Disability Access and Inclusion Plan and prioritise and set budgets within its resource capabilities.</p> <p>2.2 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.</p> <p>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 Disability Access and Inclusion Plan.</p> <p>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 a disability.</p>		
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<p>The WA Disability Services Act 1993 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.</p> <p>The legislative requirements of the WA Disability Services Act 1993 also frame and include the Commonwealth Disability Discrimination Act 1992, and the WA Equal Opportunity Act 1984.</p>	<p><b>3. LEGISLATIVE REQUIREMENTS</b></p> <p>The <i>WA Disability Services Act (1993, Amended 2004)</i> 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.</p> <p>The legislative requirements of the <i>WA Disability Services Act (1993, Amended 2004)</i>, also frame and include the Commonwealth Disability Discrimination Act 1992, and the WA Equal Opportunity Act 1984.</p>		
<p><b>KEY TERM DEFINITIONS</b></p> <p><i>Disability</i> means a disability, which is attributed to cognitive and intellectual impairment, as well as physical, sensory and psychosocial disability either temporary or permanent.</p>	<p><b>KEY TERM DEFINITIONS</b></p> <p><i>Disability</i> means a disability, which is attributed to cognitive and intellectual impairment, as well as physical, sensory and psychosocial disability either temporary or permanent.</p> <p><i>Universal Design</i> 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.</p> <p><i>Disability Access and Inclusion Plan</i> outlines the ways in which the authority will ensure that people with disability have equal access to its facilities and services.</p> <p><i>Disability Services Commission</i> is the body operated under the <i>WA Disability Services Act (1993, Amended 2004)</i>, as the governing body for Disability in Western Australia; and</p> <p><i>National Disability Strategy</i> 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.</p>	<p>Reinstated definitions that were removed in the template update</p>	<p>N/A</p>
<p><b>ROLES AND RESPONSIBILITIES</b></p> <p>The Director of Creative Communities is responsible for implementing this policy.</p>	<p><b>ROLES AND RESPONSIBILITIES</b></p> <p>The Director of Development &amp; Community Services is responsible for implementing this policy.</p>	<p>Amended Director</p>	<p>N/A</p>
<p><b>WORKPLACE INFORMATION</b></p> <p>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          The City of Greater Geraldton Disability Access and Inclusion Plan 2013 -18          Disability Reference Group Terms of Reference 2013</p>	<p><b>WORKPLACE INFORMATION</b></p> <p>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 <b>2021-2031</b>          Western Australian Language services Policy <b>2020</b>          AS 1428 Design for Access and Mobility          National Construction Code Standards          Premises Standards 2010          The City of Greater Geraldton Community Engagement Policy <b>2021</b>          The City of Greater Geraldton Community Strategic Plan <b>2021-2031</b>          The City of Greater Geraldton Equal Employment Opportunity Policy <b>2021</b></p>	<p>Removed expired workplace information references and revised dates</p>	<p>N/A</p>

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POLICY ADMINISTRATION				POLICY ADMINISTRATION					
Directorate		Officer	Review Cycle	Next Due	Directorate		Officer	Review Cycle	Next Due
Development & Community Services		Coordinator Community Development	Biennial	2022	Development & Community Services		Manager Community and Cultural Development	Biennial	2024
Version	Decision Reference		Synopsis						
3.	DCS 466 25/08/2020		Policy Review						
Version	Decision Reference		Synopsis						
4.	DCSXXX 00/00/0000		Policy Review						