

# Community Access, Inclusion and Participation Policy

Classification:	Council Policy
First Issued / Approved:	14 March 2017, C11069
Last Reviewed:	14 March 2017, C11069 26 February 2019, C11971 27 January 2022, C270122/13056
Next Review:	27 January 2024
ECM tracking number:	985909
Responsible Officer:	Director Community and City Activation
Relevant Legislation:	<i>Age Discrimination Act 2004</i> <i>Children’s Protection Act 1993</i> <i>Disability Discrimination Act 1992</i> <i>Disability Inclusion Act 2018</i> <i>Equal Employment Opportunity Act SA 1984</i> <i>Workplace Gender Equality Act 2012</i> <i>Human Rights Commission Act 1986</i> <i>Local Government Act 1999</i> <i>Public Health Act 2011</i> <i>Racial Discrimination Act 1975</i> <i>Sex Discrimination Act 1984</i>
Related Policies:	Heritage Policy Customer Service and Public Interaction Policy Volunteers Policy Code of Conduct for Council Employees Code of Conduct for Council Members Open Space Council Policy Hire of Community Open Space and Facilities Policy Asset Management Policy City of Burnside Disability Access and Inclusion Plan 2020-2024 Regional Public Health and Wellbeing Plan for EHA Constituent Councils 2020-2025

## 1. Introduction

- 1.1. Council has a role to facilitate appropriate, locally driven responses to the needs of all members of its community, be they children, youth, older persons, varying cultures, people with a disability or their families using principles of access, equity and participation. Council also recognises the need to ensure that our community is safe and supported when accessing Council programs and services.
- 1.2. This Policy sets out the City of Burnside’s commitment to accessible and equitable provisions of services, facilities and programs to all members of our community, regardless of age, sex, and background or life situation.

## 2. Strategic Plan Desired Outcomes

Principles: Spans all Strategic Plan Principles

Theme: Community

Goal: A resilient, healthy and connected community

Priorities: 1.1 Flexible, fit for purpose facilities and places

1.2 Resilience, wellbeing and recreation

1.3 A sense of community

1.4 Facilities, services and programs that meet our community's needs.

## 3. Our Approach

- 3.1. Communities are more likely to engage and contribute to Council if they can see they will be treated with respect and dignity, no matter language, ethnicity, culture, gender, gender identity, sexual orientation, age, socio-economic status and disability. Increasing the variety and number of people who participate in Council programs, services and civic life creates a community rich in talent, voices, experiences, skills and ideas.
- 3.2. Council will build on its relationships with local service providers, community organisations and the wider community to ensure access and inclusion is a focus across the Council area. As a prominent voice in our local community and beyond, Council will endeavour to advocate for people living with disability, from varying backgrounds and cultures and vulnerable residents to ensure they have the same opportunities and access as every community member.
- 3.3. A truly inclusive community must have an easily accessible source of information, and Council aims to include the needs of the whole community through a variety of communication platforms. Council will endeavour to provide a comprehensive and trustworthy source of information for its community to ensure it provides inclusive and accessible information on its services, programs, spaces and facilities.
- 3.4. It is vital people living with disability, their carers, as well as other important people in their lives be included in all decisions relating to improving access and including in Council spaces. Council will commit to engaging the community and respond to changing priorities based on community and employee feedback.
- 3.5. Council will seek to lead by example in the area of disability access and inclusion and will commit to seek to improve services, employment and volunteering opportunities, communication, access and participation for people of all abilities to partake in community and civic life.

## 4. Legislative Requirements and Corporate Policy Context

- 4.1. Disability Inclusion Act 2018

- 4.2. Age Discrimination Act 2004
- 4.3. Children's Protection Act 1993
- 4.4. Disability Discrimination Act 1992
- 4.5. Equal Employment Opportunity Act SA 1984
- 4.6. Workplace Gender Equality Act 2012
- 4.7. Australian Human Rights Commission Act 1986
- 4.8. Local Government Act 1999
- 4.9. Public Health Act 2011
- 4.10. Racial Discrimination Act 1975
- 4.11. Sex Discrimination Act 1984

## 5. Interpretation

### 5.1. For the purpose of this policy:

Access – (Accessible) implies fair and equitable access to services in areas essential to achieving and maintaining social, cultural and economic well-being. It also means that regardless of ability a person can approach, enter, pass to or from and make use of an area and its facilities without assistance.

Equity – (Equitable) implies distribution of economic, social and political resources in ways that are not restricted by age, gender, race, ethnicity, disability or income.

Inclusion – Social inclusion refers to a sense of being included in the social life of the community and treated with equality and dignity.

Universal – (Design or Access) a product, environment, building design and construction that aims to accommodate the functional needs of everyone.

## 6. Policy

- 6.1. Council is committed to working in the following four themes as outlined in its *Disability Access and Inclusion Plan 2020-2024*, which aligns directly to the 'Inclusive SA: State Disability Inclusion Plan 2019-2023' to improve access and inclusion for all people in the community.

### 6.2. Inclusive Communities for All

- 6.2.1. Developing a sense of connection, belonging and value through networks, friendships and communication to encourage participation of our community of all abilities and cultures.

- 6.2.2. Work with the community to improve understanding and awareness of inclusive practices to remove social barriers,
- 6.2.3. Social inclusion is a priority for people living with disability as it affects aspects of their lives and it is Council's aim that the contributions and rights of people of all abilities are valued and understood, with their rights promoted, upheld and protected.
- 6.2.4. Ensuring people living with disability are supported to advocate for their own rights.

### 6.3. Leadership and Collaboration

- 6.3.1. Support people of all abilities to have a greater role in leading, influencing and contributing to civic life and their community decision-making.
- 6.3.2. It is Council's aim that the perspectives of people living with disability are actively sought and supported to participate meaningfully in government and community engagement activities.
- 6.3.3. Pursue and value engagement from culturally and linguistically diverse communities.

### 6.4. Accessible Communities

- 6.4.1. Accessibility of the built and natural environment, quality services and information is key to equality and participation in all aspects of community life. It is Council's aim to increase accessibility to public and community infrastructure, services, information, sport and recreational activities.
- 6.4.2. Ensuring people of all abilities have a well-designed community in which to live, work and play and enable full inclusion in social, economic, sporting and cultural life.
- 6.4.3. Council will strive to incorporate universal design principles into its facilities and assets where practicable.

### 6.5. Learning and Employment

- 6.5.1. Workforce participation is fundamental to social inclusion, it provides economic independence and choice, social connections and friendships. Council's aim is to provide people living with disability access to inclusive places of learning and volunteering opportunities.
- 6.5.2. Council will advocate for education and training pathways, leading to meaningful and inclusive employment and volunteering opportunities.

## 7. Review and Authority

- 7.1 This Policy will be reviewed every four years at maximum in line with Council's Policy and Protocols Framework.

## 8. Availability

- 8.1 This Policy is available to be downloaded free of charge, from Council's website [www.burnside.sa.gov.au](http://www.burnside.sa.gov.au)
- 8.2 The Policy will be available for inspection free of charge at the Civic Centre during ordinary business hours and a copy may be purchased at a fee as set annually by Council.

City of Burnside Civic Centre, 401 Greenhill Road, Tusmore SA 5065

Telephone 08 8366 4200, Fax 08 8366 4299, Email [burnside@burnside.sa.gov.au](mailto:burnside@burnside.sa.gov.au)

Office hours: Monday to Friday, 8.30am to 5.00pm (except public holidays).

## 9. Further information

For further information about this policy please contact:

City of Burnside, 401 Greenhill Road, Tusmore SA 5065, Telephone 08 8366 4299;  
Email [burnside@burnside.sa.gov.au](mailto:burnside@burnside.sa.gov.au)