



WARRNAMBOOL
CITY COUNCIL

DISABILITY ACCESS AND INCLUSION POLICY

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1. INTRODUCTION

1.1. Purpose

The purpose of the Warrnambool City Council Disability Access and Inclusion Policy is to outline Council's commitment to access and inclusion for residents, employees and visitors that live with a disability. The policy is intended to assist Council to comply with the *Disability Discrimination Act 1992*, the *Disability Act 2006* and the relevant *Australian Standards*; and with the removal of barriers that prevent people living with disability from fully participating in community life.

1.2. Scope

The Warrnambool City Council Access and Inclusion Policy applies to the work of all areas across Council, to ensure a consistent, whole-of-Council approach to disability access and inclusion.

1.3. Definitions

Term	Definition
Access	The term 'access' refers to the ability of a person with disability to use a service or facility. Access is improved when barriers are removed.
Barrier	The term 'barrier' refers to an obstacle which prevents a person with disability from fully participating in community life. Barriers can include the physical environment, attitudes and awareness, communication and transport.
Disability	The term 'disability' refers to any permanent or temporary condition which affects a person's bodily or mental function. A disability may arise from a sensory, physical, intellectual, psychiatric, cognitive or neurological condition. Some conditions that cause disability are present from birth, while others are acquired later in life.
Discrimination	'Discrimination occurs when a person is denied the opportunity to participate freely and fully in normal day-to-day activities' (Human Rights Commission, 2006).
Inclusion	An inclusive community is '... a place where diversity is embraced and celebrated, and where everybody has the same opportunities to participate in the life of the community, and the same responsibilities towards society as all other citizens' (<i>Victorian State Disability Plan 2002-2012</i>).

1.4. References

Commonwealth Disability Discrimination Act (DDA) 1992
Australian Standards AS1428 and AS2890
Disability (Access to Premises – Buildings) Standards 2010
Victorian Disability Act 2006
Victorian Charter of Human Rights and Responsibilities Act 2006
Victorian Equal Opportunity Act 2010
Victorian State Disability Plan 2017-2020

2. POLICY

2.1. Policy Statement

Warrnambool City Council will work both internally and with stakeholders in the community to progressively deliver its objectives of access and inclusion for people living with a disability, as outlined in the Council Plan 2017-2021 and the Health and Wellbeing Plan: Warrnambool, A Healthy City 2017-2021

‘Council will ensure all people in our community have equal access to services, facilities and involvement in decision making.’ (Council Plan 2017-2021)

‘The Warrnambool Health and Wellbeing Plan will seek equity, access, safety and inclusion for all.’ (Warrnambool a Healthy City 2017-2021)

2.2. Policy Implementation

2.2.1. Policy Compliance

Council Officers will refer to key relevant legislation and standards to ensure compliance with the Disability Access and Inclusion Policy. Council Officers may also need to consult with other Council branches and key stakeholders as appropriate.

2.2.2. Access and Inclusion Training

Council staff will have access to training on improving access and inclusion for people with disability annually. This training will be inclusive of training on Council’s policy environment as it relates to people with disability.

3. GOVERNANCE

3.1. Owner

Director Community Development

3.2. Review

The Director Community Development will review the policy for any necessary amendments no later than three years after its formulation or after the last review.

3.3. Compliance Responsibility

3.3.1. Executive Management Team (Chief Executive and Directors)

- Will reference the Disability Access and Inclusion Policy to guide decision-making.

3.3.2. Managers and Supervisors

- Are required to have knowledge of the Disability Access and Inclusion Policy to ensure compliance.

3.3.3. All Employees

- Are required to have knowledge of the Disability Access and Inclusion Policy to ensure compliance.

3.4. Charter of Human Rights Compliance

It is considered that this policy is supportive of implementing rights identified in the Charter of Human Rights Act (2007).

4. RELATED COUNCIL PLANS, POLICIES, PROCEDURES AND DOCUMENTS

Warrnambool City Council Plan 2017-2021

Warrnambool, A Healthy City 2017-2021

Equal Opportunity Policy and Procedure 2016

Recruitment and Selection Policy and Procedure 2018

Staff Code of Conduct 2020

Footpath Trading Policy 2018

5. APPENDICES

Nil.