



## Access and Equity Policy

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<b>Department:</b>	Strategic Planning	<b>Division:</b>	Social Development
<b>Function:</b>	17 - Social Cultural and Community Services	<b>Responsible Officer:</b>	Manager, Social Development

### A - PREAMBLE

1. The *Local Government Act 1999* (the Act) requires Councils to provide for the welfare, well-being and interests of individuals and groups within its community. It requires Council to be responsive to the needs, interests and aspirations of these individuals and groups, ensuring services, facilities and programs provide equitable access.
2. In order to fully meet the requirements of the Act, Council must ensure processes are in place to support all people, including those who face barriers to participation to fully access services, programs and facilities.

### B - SCOPE

1. This policy applies to Elected Members, employees, volunteers and contractors of the City of Salisbury.

### C – POLICY PURPOSE/OBJECTIVES

1. This policy sets out the commitment of the City of Salisbury to the provision of accessible and equitable services, facilities and programs.

### D - DEFINITIONS

1. **Access** - implies fair and equitable access to services in areas essential to achieving and maintaining social, cultural and economic well-being.
  2. **Equity** - implies distribution of economic, social and political resources in ways that are not restricted by age, gender, race, ethnicity, disability or income.
  3. Therefore, **Access** and **Equity** is concerned with the removal of barriers in the design and delivery of programs and services and endeavouring to ensure that all community members have the opportunities to enhance their overall social, cultural and economic wellbeing.
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## E - POLICY STATEMENT

1. The City of Salisbury will aim to ensure that all members of the community have equitable access to the services, facilities and programs operated by the City.
2. Strategies to ensure equity of access for all people, including those who may face additional barriers to participation, will be considered at all phases of service development, planning and implementation. Each division will determine its own approach to facilitating equity of access.
3. Appropriate opportunities for participation in discussions about the City's services, facilities and programs are provided for members of the community, including those who may face barriers to participation.
4. Both internal processes, such as staff training and development, and external processes, such as consultation, promotion and information, will operate within a framework consistent with a commitment to the provision of accessible and equitable services.

## F – LEGISLATION\*

1. *Local Government Act, SA 1999.*
2. *Disability Discrimination Act, 1992*
3. *Equal Employment Opportunity Act 1984 (SA)*
4. *Equal Opportunities for Women in the Workplace Act 1999*
5. *Age Discrimination Act 2004*
6. *Sex Discrimination Act 1984*
7. *Racial Discrimination Act 1975*
8. *Human Rights & Equal Opportunity Commission Act 1986*

\*This list of relevant legislation is indicative and not exclusive.

### Document Control

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<b>Prepared by</b>	Joanne Menadue
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