



## Community Diversity - Access and Inclusion Policy

<b>Policy Type:</b>	<b>Policy</b>		
<b>Approved By:</b>	<b>Council</b>	<b>Decision No:</b>	<b>1872, 2567/2018, 0166/2019, 0954/2021</b>
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<b>Department:</b>	<b>Community Development</b>	<b>Division:</b>	<b>Community Health and Wellbeing</b>
<b>Function:</b>	<b>9 - Governance</b>	<b>Responsible Officer:</b>	<b>Manager, Community Health and Wellbeing</b>

### A - PREAMBLE

1. The *Local Government Act 1999 (the Act)* requires Councils to provide for the welfare, well-being and interest of individuals and groups within its community. It requires Council to be responsive to the needs, interests and aspirations of individuals and groups, ensuring services, programs and facilities 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 participating and accessing 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, programs and facilities.

### D - DEFINITIONS

**Access** – implies fair and equitable access to services in areas essential to achieving and maintaining social, cultural and economic well-being.

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

Access and equity focuses on the removal of barriers in the design and delivery of programs, services and facilities aiming to ensure all community members have the opportunities to enhance their overall social, cultural and economic well-being.

## **E - POLICY STATEMENT**

1. The City of Salisbury will aim to ensure that all members of the community have equitable access to services, programs and facilities 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
3. The City will aim to ensure that appropriate opportunities for participation in discussions about the City's services, programs and facilities are provided for members of the community, including those who may face barriers to participation.
4. Both internal processes, such as training and development, and external processes, such as consultation, promotion and information, will operate within the City of Salisbury Strategic Planning Framework and relevant legislative requirements.

## **F - LEGISLATION**

1. *Local Government Act, SA 1999*
2. *Disability Discrimination Act, 1992*
3. *Equal Employment Opportunity Act, SA 1984*
4. *Workplace Gender Equality Act, 2012*
5. *Age Discrimination Act, 2004*
6. *Sex Discrimination Act, 1984*
7. *Racial Discrimination Act, 1975*
8. *Human Rights and Equal Opportunity Commission Act, 1986*

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

## **G – REFERENCES/RESOURCES**

1. National Disability Strategy 2010-2020
2. Australian Human Rights Commission Diversity Strategy (2018)
3. City of Salisbury Strategic Planning Framework
  - 3.1 Intercultural Strategic Plan (2017-2027)
  - 3.2 Ability Inclusion Strategic Plan 2020-2024
  - 3.3 Strategic Youth Action Plan (2017-2021)
  - 3.4 Reconciliation Action Plan (2019-2021)
  - 3.5 Diversity and Inclusion Action Plan (2021/2022)

### Document Control

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