SOCIAL, CULTURAL AND COMMUNITY SERVICES POLICY

ACCESS AND INCLUSION

Adopted by Council 27 October 2015
1. PREAMBLE................................................................................................................3
2. PURPOSE..................................................................................................................3
3. SCOPE.......................................................................................................................3
4. DEFINITIONS.............................................................................................................3
5. PRINCIPLES.............................................................................................................3
6. POLICY STATEMENT...............................................................................................3
7. POLICY REVIEW.......................................................................................................4
8. VERSION HISTORY..................................................................................................4
9. DOCUMENT CONTROL............................................................................................5
1. **PREAMBLE**

This policy sets out the City of Mitcham’s intent to provide inclusive participation for people living with disability in the life of the City of Mitcham.

2. **PURPOSE**

To support people living with disability to have access to the services and supports they need to be authentically involved as valued and contributing members of our community.

3. **SCOPE**

This policy relates to all staff, volunteers, Elected Members and contractors providing services on behalf of the City of Mitcham.

4. **DEFINITIONS**

The National Disability Strategy 2010-2020 refers to people living with disability as “people with all kinds of impairment from birth or acquired through illness, accident or the ageing process. It includes cognitive impairment as well as physical, sensory and psycho-social disability” (NDS 2010, p. 23).

The United Nations Convention on the Rights of Persons with Disabilities defines people living with disability as individuals who live with long-term physical, intellectual, mental or sensory impairments which impact on their capacity to fully and effectively participate in society on an equal basis with others.

Disability may also be a product of the environment in which a person lives. Social, attitudinal, economic and cultural barriers can also limit a person’s authentic participation in community life.

5. **PRINCIPLES**

This policy provides us with an opportunity to deliver on our promise to our customers and ourselves, we are committed to creating a culture in which we:

- Are valued and supported as individuals
- Take ownership and deliver upon our promises
- Think innovatively and focus on creative solutions
- Are respectful of others
- Are recognised for our positive contributions
- Work collaboratively to deliver the best outcomes
- Are proactively in delivering a healthy and safe work environment
- Enjoy working together.

6. **POLICY STATEMENT**

6.1 The City of Mitcham is committed to ensuring its community is accessible and inclusive for all citizens where people living with disability have equal access to services, supports, experiences and facilities within our community.

The City of Mitcham recognises its legislative responsibilities under the *Commonwealth Disability Discrimination Act 1992* and the United Nations
Convention on the Rights of Persons with Disabilities, and the important role it plays in supporting the implementation of the National Disability Strategy 2010-2020.

The City of Mitcham is committed to supporting the achievement of the National Disability Strategy’s six key outcomes areas:

- People living with disability live in accessible and well-designed communities with opportunity for full inclusion in social, economic, sporting and cultural life
- People living with disability, their families and carers have economic security, enabling them to plan for the future and exercise choice and control over their lives
- People living with disability have their rights upheld, promoted and protected
- People living with disability, their families and carers have access to a range of supports to assist them to live independently and actively engage in their communities
- People living with disability achieve their full potential through participation in an inclusive high quality education system that is responsive to their needs and have opportunities to continue learning throughout their lives
- People living with disability attain the highest possible health and wellbeing outcomes throughout their lives.

The City of Mitcham is committed to supporting the achievement of these key outcome areas through implementation of our Access and Inclusion Plan 2015-2020 which has a focus on:

- Providing services, supports, facilities and information that are accessible for all
- Providing people living with disability with inclusive participation to ensure they are involved and included in Council decision making in a manner that is commensurate with everybody else in the community.
- Encouraging people living with disability to contribute to the delivery of accessible and inclusive services, supports, facilities and information through ongoing consultation and engagement
- Working in collaboration with people living with disability, community groups, State Government, local business operators and other community stakeholders to improve access and inclusion within our community and raise awareness and understanding about living with disability.

7. POLICY REVIEW

This Policy will be subject to review every four (4) years or sooner at the discretion of the relevant General Manager.

The CEO has delegated authority to endorse any amendments to the Policy that do not vary the intent of the policy.
## 8. VERSION HISTORY

<table>
<thead>
<tr>
<th>VERSION</th>
<th>AUTHOR(S) POSITION</th>
<th>CHANGES</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Manager Community Wellbeing</td>
<td>New Policy</td>
<td>27 October 2015</td>
</tr>
<tr>
<td>2</td>
<td>Governance Officer</td>
<td>Full Council Resolution 12 November 2019 Item 9.4 – Clause 7 Policy Review to be changed to: ‘This policy will be subject to review every four (4) years or sooner at the discretion of the relevant General Manager. The CEO has delegated authority to endorse any amendments to the Policy that do not vary the intent of the policy’</td>
<td>12 November 2019</td>
</tr>
</tbody>
</table>

Version: 4, Version Date: 19/11/2019
### 9. DOCUMENT CONTROL

<table>
<thead>
<tr>
<th>Responsible Department</th>
<th>Community Wellbeing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delegations Apply</td>
<td>No</td>
</tr>
<tr>
<td>Classification</td>
<td>Social, Cultural and Community Services</td>
</tr>
<tr>
<td></td>
<td>South Australian Strategic Plan <a href="http://saplan.org.au/">http://saplan.org.au/</a></td>
</tr>
<tr>
<td>Endorsed by Council:</td>
<td>27 October 2015</td>
</tr>
<tr>
<td></td>
<td>Item No: 7.2</td>
</tr>
<tr>
<td>Effective Date:</td>
<td>1 November 2015</td>
</tr>
<tr>
<td></td>
<td>Next Review Date: 12 November 2023</td>
</tr>
<tr>
<td>TRIM Record Number:</td>
<td>692674</td>
</tr>
<tr>
<td>Template Folder No:</td>
<td>FF/2012/245</td>
</tr>
<tr>
<td></td>
<td>Template Record No: 12.60143[v4]</td>
</tr>
</tbody>
</table>