

Council Policy

Access and Inclusion



Legislation/local law requirements	<i>Australian Human Rights Commission Act 1986; Age Discrimination Act 2004; Disability Discrimination Act 1992; Racial Discrimination Act 1975; Sex Discrimination Act 1984; Western Australian Equal Opportunity Act 1984; National Disability Insurance Scheme Act 2013; and Disability Services Act 1993.</i>
Relevant Delegation	
Related policy procedures and documents	Social Strategy , Disability Access and Inclusion Plan , and Reconciliation Action Plan .

Introduction

The City of Kwinana is committed to fostering an inclusive and accessible community that supports the rights and participation of all individuals, regardless of their abilities, backgrounds, or circumstances. This policy aims to remove barriers to access and ensure that all residents, visitors, and workers can fully engage in community life. By aligning with relevant legislative frameworks and strategic plans, the City seeks to promote social inclusion, equitable opportunities, and a built environment that accommodates diverse needs.

Purpose

To ensure the City of Kwinana is an inclusive, accessible and welcoming local government for its diverse population.

Objective

The objective of this policy is to ensure that the City of Kwinana provides inclusive, accessible, and equitable services, facilities, and opportunities for all members of the community. It establishes a framework for enhancing physical, social, and digital accessibility while fostering a culture of respect, participation, and inclusion. Through this commitment, the City aims to create a welcoming and supportive environment where everyone can thrive.

Scope

This policy applies to all individuals residing, visiting, working, or contracting within the City of Kwinana.

Policy Provisions

Definitions

Access - Equal opportunity for all residents and visitors to participate in City activities. This includes access to services, programs, facilities, decision-making processes and entitlements.

Equity - Fair and equal distribution of resources (according to need), opportunities and access to decision-making processes.

Participation - Decision-making about matters affecting people's lives.

Rights - Relates to the entitlement to justice of all individuals and includes freedom of assembly, speech, beliefs and information.

Community Relations - Concerned with how people interact and relate to each other as individuals and as a community.

Culture - Ideas, beliefs, values, knowledge and experiences which influence the way in which people behave and relate.

Ethnicity- A person's racial, cultural, and/or linguistic heritage. It has become commonly used to refer to someone from a background other than English- speaking, although everyone has an ethnic background of some sort.

Social Justice - Refers to the right of all people to equality of treatment and opportunity and the removal of barriers preventing access and equity. Four main principles underpin the concept of Social Justice. These are:

- Access
- Equity
- Participation
- Rights

NOTE: These definitions are based on definitions provided by State and Federal Government Departments and the Western Australian Local Government Association.

Policy

Statement

The City of Kwinana (City) embraces its leadership role in the community, working to uphold the principles of social justice by promoting access, inclusion, participation, and the protection of rights for all. The City is committed to building an inclusive and accessible community that enhances the quality of life for all residents, visitors, and workers. This includes people with disabilities, their families and carers, Aboriginal and Torres Strait Islander people, and individuals from culturally and linguistically diverse backgrounds.

This commitment aligns with the City's Social Strategy, Disability Access and Inclusion Plan, and Reconciliation Action Plan, as well as relevant legislation, including the *Australian Human Rights Commission Act 1986*, *Age Discrimination Act 2004*, *Disability Discrimination Act 1992*, *Racial Discrimination Act 1975*, and *Sex Discrimination Act 1984*; the *Western Australian Equal Opportunity Act 1984*; the *National Disability Insurance Scheme Act 2013*; and the *Disability Services Act 1993*. These frameworks collectively guide our efforts to create an inclusive community.

The City is committed to ensuring that information, services, facilities, programs, decision-making processes, and activities are accessible and welcoming to all in a psychosocially safe and respectful environment. We thoughtfully consider diverse access needs, including physical, cognitive, psychological, sensory, communication (such as language), cultural, socio-economic, and literacy requirements.

Services and Events

The City is committed to creating welcoming environments that enable everyone to participate fully in community life. This includes:

- **Physical Accessibility:** Ensuring public spaces and facilities follow universal design principles, with features like access ramps, tactile surfaces, accessible parking, and clear signage to remove barriers for all; and
- **Social Inclusivity:** Promoting programs and events that foster participation across all abilities and backgrounds. The City will make every effort to provide training to staff for inclusive service delivery, and consulting with the community to address diverse needs.

Building, Facilities and Planning

- Ensure that all planning and development processes consider fairness, inclusivity, and accessibility, so that people of all backgrounds and abilities have equal opportunities to participate and benefit

Information and Communication

- Provide information in alternative formats and languages upon request.
- Use diverse informing methods to improve community awareness of programs, events services infrastructure and information available.
- Ensure the City provides online information in accessible formats.

Training and Development

- Offer competency training and professional development to City staff and Elected Members to ensure a strong understanding of multicultural communities, Aboriginal and Torres Strait Islander people, and people with disabilities.

Community Engagement and Capacity Building

- Facilitate opportunities to build and maintain relationships with community members and key stakeholders that can guide and support the work of the City by ensuring that people who are potentially impacted by decisions are involved in the community engagement process.
- Provide opportunities for people of different ability levels and cultural backgrounds and their advocates to engage in public consultation using a variety of tools and methods.
- Support local groups, clubs, and organisations to be more inclusive.

Employment

- The City promotes diversity and inclusion in all its employment practices.

Social and Cultural Inclusion

- Respecting the local Nyoongar traditional custodians, along with all Aboriginal and Torres Strait Islander peoples, is fundamental to building meaningful relationships and fostering genuine participation. The City is committed to eliminating racism and all forms of discrimination within the community.
- Encourage the preservation and celebration of multicultural communities as a way to enrich personal growth, enhance quality of life, and strengthen community connections.
- The City is committed to promoting inclusion, fostering meaningful connections, and valuing the lived experiences of people with disabilities.

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Officers may amend this section without council approval.

Responsible Team	Community Engagement	
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