

## Disability Policy

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Directorate:	Community Services		
Responsible Officer:	Manager, Community Care		
Policy Type:	Discretionary		
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Review Period:	Every Four (4) Years	Next Review:	March 2021

### 1. Purpose

The City of Greater Dandenong is committed to upholding and promoting the rights of people with a disability and providing accessible services and public places to ensure that people of all abilities can participate fully in the community.

This policy formalises Council's commitment and provides a consistent framework for the provision of Council services to enable people with a disability, their parents, family and carers, to actively participate and be included in the City of Greater Dandenong.

### 2. Background

Council acknowledges that all people, regardless of ability, have the same rights and that these are enshrined in legislation.

Council is legislated to develop a Disability Action Plan and does so in conjunction with the community. The Disability Action Plan reflects a 'whole of Council' commitment to improve outcomes for people with a disability and identifies initiatives to improve access and inclusion of people with a disability.

### 3. Scope

This policy applies to all Councillors, Council staff, contract staff and volunteers.

This policy guides Council's efforts to address barriers and discrimination, promote inclusiveness and promote community participation for people with a disability. It applies to Council service planning and delivery, the development and planning of infrastructure and engagement and consultation with the community.

# Greater Dandenong Policy

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This policy was prepared in conjunction with and is consistent with the principles of the City of Greater Dandenong Diversity, Access and Equity Policy 2015.

## 4. References

- United Nations Convention on the Rights of People with Disabilities
- Australian Human Rights and Equal Opportunity Act, 1986
- Disability Discrimination Act, 1992
- National Disability Strategy 2010-20
- National Disability Insurance Scheme (NDIS) Act, 2013
- Victorian State Disability Plan 2017-20
- Disability Act (Victoria) 2006
- Victorian Charter of Human Rights and Responsibilities Act 2006
- Equal Opportunity Act 2010 (Victoria)

## 5. Definitions

For the purposes of this Policy, Council recognises the wide ranging definitions of disability that are outlined in the Victorian State Disability Plan, 2017-20.

- There are more than one million people with a disability living in Victoria.
- They have a wide range of conditions and impairments.
- Some conditions and impairments are present from birth.
- Other people acquire or develop a disability during their lifetime from an accident, condition, illness or injury.
- For some people, support needs can increase over time.
- Others can experience fluctuating or episodic disability.
- This can particularly be the case for some people with mental illness.
- Some people are said to have a dual disability, such as intellectual disability and mental illness, giving rise to different support needs.

## 6. Council Policy

Council aims to be a place where people living with a disability and their parents, families and carers are able to participate and be included.

To meet this aim the City of Greater Dandenong will:

- Implement the actions in the Disability Action Plan to improve outcomes for members of the community.

- Participate in ongoing consultation with the community to ensure that needs are understood.
- Identify barriers that would prevent people with a disability from being able to participate or be included and address these through Council programs.
- Participate in partnerships that enhance outcomes for people with a disability in the community.
- Facilitate advocacy opportunities.
- Raise awareness in the community about the needs of people with a disability.
- Enhance the capacity of Council staff to meet the needs of the diverse community.
- Act in accordance with the Disability Discrimination Act (1992), aiming to ensure that there is no discrimination based on disability in any of its services or programs or by any of the organisations to which it provides facilities or funding.

## 7. Related Documents

The following plans have been prepared and endorsed by the City of Greater Dandenong.

### Plans

Council Plan (2013-17)

Community Wellbeing Plan (2015-22)

Disability Action Plan (2017-23)

Health and Wellbeing Plan (2013-17)

Imagine 2030 Community Plan

Language and Communication Action Plan and Framework (2015)

Children's Plan (2015-19)

### Strategies

Active Ageing Strategy (2012-15)

Local Economic and Employment Development Strategy (2011)

Youth Strategy (2012-17)

Arts and Cultural Heritage Strategy (2016-18)

Playground Strategy (2013-23)

Activate Sport and Active Recreation Strategy (2014-19)

Walking Strategy (2015-23)

### Policies

Active Ageing Policy

Community Engagement Policy

Language and Communication Policy

Diversity, Access and Equity Policy