

INCLUSIVE COMMUNITY POLICY

(COMMUNITY POLICY)

1. Scope

The Inclusive Community Policy (this 'Policy') applies to all Council employees and elected members.

2. Purpose

To guide the establishment, implementation and strengthening of Council practices so the community have access to and are included in local government programs, facilities, open spaces, services, resources and information. The policy will promote social justice and social inclusion, and identify and reduce barriers to civic and community participation.

3. References (legislation/related documents)

Legislative references

Anti-Discrimination Act 1991
Disability Discrimination Act 1992
Human Rights Act 2019
Industrial Relations Act 2016
Local Government Act 2009
Local Government Regulations 2012
Multicultural Recognition Act 2016
Public Service Act 2008
Work Health and Safety Act 2011

Related documents

Community Engagement Framework
Disability (Access to Premises - Buildings) Standards 2010
Disability Standards for Accessible Public Transport 2002
Enterprise Risk Management Policy
Human Services Quality Framework
Livingstone Community Plan: Towards 2050
National Construction Code 2016

4. Definitions

To assist in interpretation, the following definitions shall apply:

Access	The practice of ensuring that all members of the community have the opportunity to access information, facilities, services and activities regardless of individual circumstances, characteristics, abilities or background.
Community	Residents, ratepayers, businesses, organisations and groups who have a stake or interest in the area served by Council.
Council	Livingstone Shire Council.

Inclusion	Being valued, respected, accepting the differences in people and harnessing this in a beneficial way.
Inclusive community	A community that supports the principal of 'valuing' all people to develop an integrated, accessible and equitable community. An inclusive community welcomes a broad range of backgrounds and interests, values diversity and recognises our differences are our strength and uniqueness.

5. Policy Statement

Council supports the principle of valuing all people in the community in order to develop an integrated, equitable community.

Council shall ensure that all activities it or its employees undertake are compatible with and respectful of human rights so that all people and businesses are treated fairly and with respect, equity and dignity at all times.

Council acknowledges that creating an inclusive community is essential in order to maximise the social and economic performance of our region.

Council will take a leadership role within the region and work in partnership with business, industry and the community to ensure equitable access to goods, services, information, buildings, infrastructure and precincts.

Livingstone Shire Council will:

1. ensure that Council services are responsive and equally accessible to all;
2. ensure that Council's workplaces are free from all discriminatory barriers;
3. ensure that Council's functions as a planner, legislator and regulator demonstrates commitment to equitable outcomes;
4. ensure that Council designs and builds all new infrastructure and facilities with equitable outcomes; and
5. ensure that all Council owned infrastructure and facilities provide non-discriminatory services.

The benefits sought from enacting this policy include a user-friendly region; enhanced safety; legislative compliance; decreased public liability and maintenance costs; and increased social and economic performance.

6. Changes to this Policy

This Policy is to remain in force until any of the following occur:

- 1) The related information is amended/replaced; or
- 2) Other circumstances as determined from time to time by the Council.

7. Repeals/Amendments

This Policy repeals the Livingstone Shire Council Policy title 'Inclusive Community Policy (v1.1)'.

Version	Date	Action
1.0	02/05/2017	Adopted
1.1	31/08/2018	Administrative Amendments – reflect organisational restructure

2.0	21/03/2023	Amended Policy Adopted – full review undertaken, references and definitions updated
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CALE DENDLE
CHIEF EXECUTIVE OFFICER