



Kingborough Disability Inclusion & Access Policy

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Responsible Officer:	Director Environment, Development & Community Services
Strategic Plan Reference:	2.3 Community facilities are safe, accessible and meet contemporary standards.

1. POLICY STATEMENTS

- 1.1 Council recognises that disability is part of human and community diversity and strive to accommodate accordingly with the objective of reducing barriers to participation and contribution to the same extent as people without disability.
- 1.2 Council recognises that accessibility is everyone's responsibility, and we will work to raise awareness and encourage organisations and individuals in our community to be a part of progressing towards ensuring access and inclusion for all people.
- 1.3 Council is committed to pursuing universal accessibility to ensure equal access to its programs, services, events, facilities, information, public consultation processes, meetings and employment opportunities.
- 1.4 Council will work to ensure that people with disability and/or with chronic pain conditions;
 - 1.4.1 feel a sense of belonging and safety;
 - 1.4.2 are included and can access the services and facilities they need to fully participate in community life; and
 - 1.4.3 are treated as equal and independent persons and as valued members of our community.
- 1.5 Council will contribute to the development of a community where people with disabilities are accepted and valued, and their contributions are recognised and celebrated.

2. DEFINITIONS

- 2.1 The *Disability Discrimination Act 1992* (DDA) defines 'disability' in relation to a person as:
 - 2.1.1 Total or partial loss of a person's bodily or mental functions; or
 - 2.1.2 Total or partial loss of a part of the body; or
 - 2.1.3 The presence in the body of organisms causing disease or illness; or
 - 2.1.4 The presence in the body of organisms capable of causing disease or illness; or
 - 2.1.5 The malfunction, malformation or disfigurement of a part of the person's body; or
 - 2.1.6 A disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
 - 2.1.7 A disorder, illness or disease that affects a person's thought process, perception of reality, emotions or judgement that results in disturbed behaviour, and includes a disability that:
 - 2.1.8 Presently exists; or
 - 2.1.9 Previously existed but no longer exists; or
 - 2.1.10 May exist in the future (including because of genetic predisposition to that disability); or
 - 2.1.11 Is imputed to a person
 - 2.1.12 To avoid doubt, a disability that is otherwise covered by this definition includes behaviour that is a symptom or manifestation of the disability.
- 2.2 Kingborough Council includes members of the community who experience chronic pain conditions within the definition of 'disability'.
- 2.3 Universal Design is the design and composition of an environment so that it can be accessed, understood and used to the greatest extent possible by all people regardless of their age, size, ability or disability.

3. OBJECTIVE

- 3.1 The objective of the Kingborough Disability Inclusion and Access Policy is to:
 - 3.1.1 Provide a policy position and associated guidance for Council to ensure Council's practices, policies and procedures increase disability inclusion and access.
 - 3.1.2 Underpin the Kingborough Access Action Plan that has been developed to protect and promote the human rights of people with disability, so that they are able to participate equally in a broad range of community activities and contribute in a meaningful way to the social and economic development of Kingborough.
- 3.2 To build a safe, inclusive and equitable community where all feel socially connected, respected and valued.

4. SCOPE

- 4.1 The policy will be applied to all aspects of the delivery of services by Kingborough Council.
- 4.2 The policy will be applied for all people with a disability that live, learn and work in, or visit the Kingborough Municipality, including people using mobility aids including pram users, the elderly and carers.

5. PROCEDURE (POLICY DETAIL)

- 5.1 Application of the policy will be applied to all aspects of the delivery of services by the Kingborough Council to ensure that:
 - 5.1.1 Council facilities are accessible and designed and managed to maximise their use by all groups.
 - 5.1.2 Council works to make all Kingborough Council information and communications accessible and available in a range of formats including using innovative technology and aim to meet Level AA of Web Content Accessibility Guidelines international standards for our websites.
 - 5.1.3 Provide information in easy-read format where possible.
 - 5.1.4 Council works toward becoming an accessible municipality for people with cognitive impairments and chronic pain conditions by improving community awareness, access to Kingborough Council facilities and wayfinding in the municipality.
 - 5.1.5 Councillors and staff members have a greater awareness of the needs of people with disabilities and increase their skills to ensure the municipality is universally accessible.
 - 5.1.6 Opportunities are provided for all community members, including people with disabilities to participate in public consultations, meetings, grievance mechanisms and decision-making processes.
 - 5.1.7 Universal design themes are considered and, where possible, applied in the development of all future Kingborough Council policies, strategies and initiatives.
 - 5.1.8 Work collaboratively with other Councils and organisations to address access issues in Kingborough.
 - 5.1.9 The Kingborough Disability Inclusion and Access Advisory Committee be maintained and consulted on access issues.
 - 5.1.10 As far as possible, design all public facilities for equitable use and ensure a continuous accessible path of travel to such facilities.
 - 5.1.11 Ensure that people with disability who are accessing our services and facilities are treated respectfully.
 - 5.1.12 Provide disability awareness training to staff and volunteers.

6. GUIDELINES

- 6.1 The Disability Inclusion and Access Policy will be implemented by staff providing executive support to the Disability Inclusion and Access Advisory Committee and will extend to Urban Design staff, capital works project managers and building maintenance staff and customer service.

7. COMMUNICATION

- 7.1 The policy will be communicated to all staff involved in the delivery of services to people with disabilities.

8. LEGISLATION AND FRAMEWORKS

- 8.1 Universal Declaration of Human Rights 1948;
- 8.2 *Discrimination Act 1992 (Cth)*;
- 8.3 *Racial Discrimination Act 1975 (Cth)*;
- 8.4 *Disability Rights, Inclusion and Safeguarding Act 2024 (Tas)*;
- 8.5 *Anti-Discrimination Act 1998 (Tas)*;
- 8.6 *Building Act 2016 (Tas)*;
- 8.7 United Nations Convention on the Rights of Persons with Disabilities (CRPD) 2007;
- 8.8 National Disability Strategy 2021-2031;
- 8.9 Accessible Island: Tasmania's Disability Framework for Action 2018-2021.

9. RELATED DOCUMENTS

- 9.1 Kingborough Access Action Plan;
- 9.2 Bullying Harassment and Discrimination Policy;
- 9.3 Recruitment and Employment Administrative Policy;
- 9.4 Equal Employment Opportunity and Diversity Policy;
- 9.5 Kingborough Positive Ageing Policy.

10. AUDIENCE

- 10.1 Councillors;
- 10.2 Kingborough community;
- 10.3 Council staff;
- 10.4 Businesses.