



Version Control and Objective ID	Version No: 1	Objective ID: A5607541
Adopted at Council Ordinary Meeting on	17 September 2019	
Date of Review	17 September 2023	

1. Statement

Ipswich City Council upholds the equal rights of Ipswich residents to participate in community life without barriers. As part of this commitment, Council recognises that facilitating access and equity apply across different Council functions and areas of responsibility.

2. Purpose and Principles

The objective of this Policy is to set the strategic framework to support the right of people with a disability to pursue their rights, as set out in the Disability Discrimination Act 1992 and the Queensland Anti-Discrimination Act 1991. Policy principles include:

- Ipswich City Council will ensure that as far as practical, all non-residential developments in the Ipswich area provide equal access for people with a disability. This will involve the development and implementation of local regulatory instruments which mandate equal access for people with a disability in building practice, as well as the enforcement of relevant building codes and standards.
- In relation to services, Council will develop programs with a view to staff having adequate support and training to provide services and information to people with a disability.
- In considering the design and construction of its facilities, roads, footpaths, bridges and drains Council will attempt to provide equal access to people with disabilities.
- Council will consult to identify, consider and seek advice on matters associated with access and equity for people with a disability.
- Further to its commitment to the principles of equal employment, Ipswich City Council, in its role of employer, will ensure that people with a disability have equal access to advertised position, interviews, equipment, office accommodation, staff training and promotion.

3. Strategic Plan Links

This policy aligns with the following iFuture 2021-2026 Corporate Plan theme:

- Safe, Inclusive and Creative

4. Regulatory Authority

Local Government Act 2009

Disability Discrimination Act 1992 (Cth)

Queensland Anti-Discrimination Act 1991

5. Human Rights Commitment

Ipswich City Council (Council) has considered the human rights protected under the *Human Rights Act 2019 (Qld)* (the Act) when adopting and/or amending this policy. When applying this policy, Council will act and make decisions in a way that is compatible with human rights and give proper consideration to a human right relevant to the decision in accordance with the Act.

6. Scope

This policy applies to all councillors, council staff, contractors, and others that act on Council's behalf to ensure they work in accordance with the policy principles and in accordance with the relevant legislation.

This policy does not apply to the responsibilities, commitments or actions of other levels of government or external service providers.

7. Roles and Responsibilities

Ipswich City Council recognises that to effectively provide access to all people with a disability it will have to review practices in all areas of its operations. This will require a commitment from all Council Departments to ensure equal access in their area of responsibility.

8. Monitoring and Evaluation

The effectiveness of this policy can be measured by:

- Design and development of Council infrastructure and assets is compliant with all related legislation.
- The needs of people with a disability are captured and addressed in Council's workplace policies.
- Community feedback and/or complaints about identified barriers to accessing Council facilities, open space, programs or services are monitored and addressed by Council.

9. Definitions

Access – Where places, facilities and services can be accessed, understood and used to the greatest extent possible by all people irrespective of age, gender, background, ability or disability.

Disability – Any limitation, restriction or impairment which restricts everyday activities.

Equity – Fair access for everyone to the resources, opportunities and capabilities to learn, work, engage and have a voice.

10. Policy Owner

The Strategy and Performance Branch (Office of the CEO) is the policy owner and the Corporate Planning Manager - Performance Branch is responsible for authoring and reviewing this policy.