



ACCESSIBILITY AND INCLUSION PLAN

INTRODUCTION

Connecting Foster Carers – SA Inc (CFC-SA) is the peak body for foster and kinship carers in South Australia. CFC-SA exists to support and strengthen individuals and families who provide family-based care for children and young people within the child protection system.

CFC-SA acknowledges that disability affects approximately 20% of the South Australian community and there are times this may impair, limit or restrict an individual from participating fully and effectively in certain areas or at certain times. CFC-SA also acknowledges that disability may be experienced alongside additional barriers to participation including (but not limited to) gender, age, sexuality, language and culture.

PURPOSE

This Accessibility and Inclusion Plan (A&I Plan) aims to improve accessibility for all people accessing CFC-SA services and to address and remove any potential barriers to meaningful participation, making it easier to connect with CFC-SA services and encouraging an inclusive and supportive work environment.

LEGISLATIVE AND POLICY CONTEXT

This A&I Plan is informed by international conventions and national and state laws, standards and guidelines, including:

- United Nations Convention on the Rights of Persons with Disabilities (2008) and Optional Protocol (2009)
- *Disability Discrimination Act 1992* (Cth)
- *Fair Work Act 2009* (Cth)
- National Disability Strategy 2010-2020
- National Carer Strategy (2011)
- *Disability Services Act 1993* (SA)
- *Equal Opportunity Act 1984* (SA)
- Strong Voices: A Blueprint to Enhance Life and Claim the Rights of People with a Disability in South Australia (2012-2020)
- Web Content Accessibility Guidelines 2.0

DEFINITION

“Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others”
(Convention on the Rights of Persons with Disabilities and Optional Protocol – United Nations).

BACKGROUND

CFC-SA understands that providing opportunities for people of all abilities creates a more diverse organisation through access to a broader range of skills, experience and perspectives – relevant to every aspect of CFC-SA and the communities in which we work.

Policies can be established or altered only by the Board

Procedures may be altered by the CEO

This document is based on a template made available by the Institute of Community Directors Australia



PLAN

The CFC-SA A&I Plan is based on four key outcomes, with actions to guide the development of work undertaken in each area.

Outcome 1: Continue making CFC-SA services accessible for all

Action	Timeline
Promote principles of access and equal rights for all	Ongoing
Identify and remove or reduce any access restrictions or challenges to participation	Ongoing
Recognise that services are delivered across various locations and ensure that all people engaging with CFC-SA have access to equivalent levels of support and information resources across all locations	Ongoing

Outcome 2: Build an inclusive culture through the appreciation of diversity and enable all people to realise their potential

Action	Timeline
Value the abilities and capabilities that all people bring to CFC-SA	Ongoing
Focus on what people can do, rather than what they cannot do	Ongoing
Communications promote understanding and awareness of disability	Ongoing
Key information is communicated in alternative formats where requested	Ongoing

Outcome 3: Increase disability awareness across all services

Action	Timeline
All staff and volunteers will be made aware of this A&I Plan and their rights and responsibilities in relation to the A&I Plan	2017
Provide information and guidance to staff and volunteers to manage and support any identified challenges or limitations	Ongoing
Consult with any persons disclosing a disability as to what physical, support based and virtual improvements may be required to improve participation	Ongoing
Improve knowledge of services and supports available in the community	Ongoing
Provide advocacy information, support and referrals for people experiencing disadvantage which may be due to a disability to ensure their voice is heard and their rights are upheld, e.g. via: <ul style="list-style-type: none"> - Disability Advocacy and Complaints Service SA; and/or - Australian Human Rights Commission 	Ongoing



Outcome 4: Contribute to creating inclusive communities

Action	Timeline
Provide a service which is free from discrimination in all areas including, but not limited to: recruitment; employment; participation; service delivery; and physical access	Ongoing
Create welcoming and accessible workplace environments	Ongoing
Actively encourage people of all abilities to have meaningful participation in CFC-SA and within the broader community	Ongoing
Encourage and welcome input and feedback on the delivery of services	Ongoing
Seek to engage with preferred providers able to deliver materials and services in alternative accessible formats	Ongoing
Offer flexible working arrangements and provide adjustment support for staff and volunteers with accessibility needs	Ongoing
Provide information in plain English and in a font and print size that is easy to read	Ongoing

MONITORING AND REVIEW

CFC-SA will monitor and review the A&I Plan on an annual basis, with a report on implementation and achievements presented with each Annual Report.

ENQUIRIES

Contact CFC-SA with any enquiries or complaints about this A&I Plan.

Email: support@cfc-sa.org.au
Phone: 1800 732 272
Post: PO Box 2052, Prospect SA 5082

AUTHORISATION

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Connecting Foster Carers – SA