



WUJAL WUJAL ABORIGINAL SHIRE COUNCIL

Equitable Access Policy

Document Control

Version History:	September 2024	Resolution Ref	20240917-03
Next review due	2026		

1. Origin/Authority

Local Governments are a public entity under the Human Rights Act 2019 (Queensland).

The Human Rights Act 2019 (Queensland) outlines the responsibility of government entities to support the human rights of all Queenslanders.

As a First Nations Council, we recognise the significance of its recognition of the right of Aboriginal peoples and Torres Strait Islander peoples of Queensland to self-determination. The Human Rights Act 2019 upholds the right to Aboriginal peoples and Torres Strait Islander peoples to enjoy, maintain, control, protect and develop their identity and cultural heritage, including their traditional knowledge, distinctive spiritual practices, observances, beliefs and teachings.

2. Purpose

This Policy provides a management framework for Wujal Wujal Aboriginal Shire Council to ensure equitable access to community facilities for all members of the community, especially those experiencing or who have experienced disadvantage.

Its purpose is to ensure all voices, concerns, and experiences are an integral to the design, implementation, monitoring of policies and programs.

3. Objective

To outline Wujal Wujal Aboriginal Shire Council's responsibilities for the provision of sporting and recreation facilities that meet the needs of the community, balances community needs and applies the principles of equitable use.

4. Scope

This policy applies to Wujal Wujal Aboriginal Shire Council staff and facility users.

5. Policy Statement

The Policy aims to outline the plans for Council to identify and eliminate systemic causes of inequality in policy, program development and delivery.

Wujal Wujal Aboriginal Shire Council aims to progressively build its capacity and capability to identify and eliminate systemic causes of inequality in policy, program development and delivery while fostering community participation through the promotion of respect and fair mindedness for all people.

Wujal Wujal Aboriginal Shire Council will consider the following groups in its planning of equitable access to community infrastructure:

5.1 Women and girls

Wujal Wujal Aboriginal Shire Council aims to:

- Ensure women and girls have equitable access to community, sporting and recreation facilities and equipment.
- Foster positive community, sport and recreation participation experiences for women and girls.
- Increase utilisation of community facilities by women and girls.

5.2 Persons with disabilities (PWD)

Wujal Wujal Aboriginal Shire Council aims to:

- Ensure newly planned community facilities incorporate Universal Design Principles, ensuring accessibility and usability for all individuals, including able-bodied persons, ambulant persons, and persons with disabilities (PWD).
- Foster positive community, sporting and recreation participation experiences for Persons with Disabilities
- Increase utilisation of community facilities by Persons with Disabilities.

5.3 Respect for cultural practices and protocols

Wujal Wujal Aboriginal Shire Council aims to:

- Respect and consider cultural protocols related to gender-specific activities.
- Where appropriate, this may involve the scheduling of facility usage to accommodate separation of genders or the planning of gender-exclusive facilities.

5.4 Section 2 – Guidelines

Wujal Wujal Aboriginal Shire Council commits to embedding the following guidelines into its planning and services to implement equitable access to community facilities:

- All new community facilities should adhere to universal design standards, wherever possible.
- These standards should be integrated into the project planning and design phase, ensuring that accessibility for all individuals, including persons with disabilities (PWD), are considered.
- The schedule for community facilities use should reflect both cultural protocols and gender fairness. This may include designated times for gender-specific activities or programs, ensuring equitable access for all genders.
- Where identified as appropriate through community consultations, plan for the inclusion of gender-exclusive spaces within new or existing facilities. These spaces should be designed to meet the specific needs of each gender, ensuring privacy, safety, and cultural sensitivity
- Implement a monitoring and evaluation framework to assess the effectiveness of gender-based scheduling and gender-exclusive facilities. Regular feedback should be solicited from users to ensure the procedures continue to meet community needs and respect cultural protocols.

6. Responsibility

Responsible department:	Community Services
Policy Administrator:	Chief Executive Officer

7. Related Documents

External

[Activate! Queensland 2019-2029:](#)

[Queensland Government's Best practice design principles fact sheet \(2023\):](#)

[Queensland's Disability Plan 2022-2027:](#)

Queensland Development Code [NMP 1.10 - Accessible Adult Change Facilities](#) and [MP 4.1 - Sustainable Buildings](#)

[National Construction Code \(NCC\) Building Code of Australia \(BCA\)](#)

[Disability \(Access to Premises–Building\) Standards 2010](#)

[Queensland Human Rights Act 2019](#)

[Local Government Act 2009](#)

[Australian and Queensland anti-discrimination legislation](#)

Internal

- Corporate Plan
- Operational Plan
- Cultural Protocol and Practices
- Plan for Providing Equitable Access to Women and Girls' Activities

8. Review and Monitoring

Council will formally review this community engagement policy after 2 years of operation.

In order to ensure that the actions detailed within this policy are undertaken and information is co-ordinated Council will charge the Community Services Manager with monitoring and reporting on the implementation of this policy.



Kiley Hanslow

Chief Executive Officer

Wujal Wujal Aboriginal Shire Council