



## Participation and Inclusion Policy

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<b>Date</b>	July 2017	<b>Written by</b>	K. Hedley
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### Purpose

To outline how IntroConnect works with individuals and their families, friends and carers to promote opportunities for meaningful participation and active inclusion in society.

### Scope

Applies to all IntroConnect Stakeholders including but not limited to:

Clients      Carers      Management      Staff      Contractors

### Policy

Our vision is to promote the connection of people with disability with their families, friends and their chosen communities.

IntroConnect will deliver services in a way that promotes genuine participation and inclusion of people with disability.

IntroConnect will support and promote people with disabilities getting valued roles in their community and contributing to their community in the best way possible.

IntroConnect will also work with the wider community to promote participation and inclusion.

## Policy in Action

- IntroConnect recognises the importance of:
  - connection to family, friends and chosen communities;
  - promoting a valued role for people with disability in public and private life;
  - economic and community participation and the associated benefits to the individual and the broader community;
  - participation based on an individual's interests, identity, heritage, preferences, goals and aspirations (which may change over time);
  - the role of family, friends, carers, advocates and other organisations in promoting participation and inclusion.
  
- IntroConnect will actively promote a valued role for people with disability.
- IntroConnect management, staff & volunteers will model respectful and inclusive behaviour when interacting with and supporting individual clients.
- IntroConnect will work alongside individuals to build and maintain connections to family, friends and their chosen communities.
- IntroConnect management and staff will understand, respect and facilitate individual interests and preferences, in relation to work, learning, social activities and community connection over time.
- Training and support will be provided to any future staff to ensure they are able to understand, respect and facilitate each individual clients interests and preferences.
- Where appropriate, IntroConnect will work with an individual's family, friends, carer or advocate to promote community connection, inclusion and participation.
- IntroConnect will collaborate with other organisations and community members to support individuals to actively participate in their community.
- IntroConnect will use strategies that promote community and cultural connection for Aboriginal and Torres Strait Islander people.

# Resources

## [National Standards for Disability Services](#)

Information on developing community partnerships:

Department of Social Services [www.dss.gov.au](http://www.dss.gov.au)

Community Building Partnership [www.communitybuildingpartnership.nsw.gov.au](http://www.communitybuildingpartnership.nsw.gov.au)

Australia Council for the Arts [www.australiacouncil.gov.au](http://www.australiacouncil.gov.au)

# Related Legislation

- Age Discrimination Act 2004 (NSW)
- Community Services (Complaints, Reviews and Monitoring) Act 1993 (NSW)
- Disability (Access to Premises – Buildings) Standards 2010 (Commonwealth)
- Disability Inclusion Act 2014 (NSW) and Disability Inclusion Regulation 2014
- Disability Discrimination Act 1992 (Commonwealth)
- Carers (Recognition) Act 2010 (NSW)

# Internal Resources:

- Rights Policy (Policy 2)
- Mission Vision and Values (Policy 1)
- Diversity Policy
- Code of Conduct??
- New client information form
- Getting to know you
- Staff files - training or professional development
- Service Agreement
- Plan Implementation
- Client Risk assessment (CJS)
- Local Resources Directory