



Subject: Participation and Inclusion

Policy No: NS2-1

Disability Standard: 2 – Participation and Inclusion

Purpose

To outline how staff will support clients to connect with their families, friends and chosen communities to foster genuine participation and inclusion.

Policy Statement

Our services promote the valued role of the individual in participating in family and community life. Through training and resources, we equip staff to support people with disability to pursue their individual goals and maximise their independence and social and economic participation. We develop the capacity of people with disability to participate in the community and in employment.

Responsibility

Client Services Managers are responsible for implementation and compliance monitoring of this policy in their work areas

Scope

This policy applies to current and potential clients and their families, and all staff providing services to clients.

Policy in Action

- Our services address the holistic needs of each client and are respectful of:
 - Individual interests and preferences
 - Identity and heritage
 - Goals and aspirations
 - The role of family, friends, carers, [advocates](#) and other organisations in promoting participation and inclusion.
- We promote inclusion and seek to reduce social isolation through programs and activities that educate school children and the wider community.
- We provide meaningful opportunities for clients and their families to shape their individualised service experience and to make contributions in the co-design of services.

- We support adult clients and their families to reach mutually respectful decisions about life choices in the best interests of the client and with regard to the right of the client to make choices.
- We encourage clients to make a positive contribution to the community through open employment, supported employment and participation in the life of the community.
- We develop specific strategies that promote community and cultural connection for Aboriginal and Torres Strait Islander people.

Definitions

(Note: Commonly defined terms are located in the [CPA Common Definitions](#). Any defined terms below are specific to this Policy and its related documents.)

Nil.

Procedures/Forms/Appendices

Nil.

Related Policies and Further Reading

The Capacity Toolkit – NSW Government – Attorney General’s Department
http://www.diversityservices.justice.nsw.gov.au/divserv/ds_capacity_tool.html

[National Multilingual Disability Hub](#)

Policy Owners	Senior Manager, Lifestyle Supports
Date Approved	29/08/16
Approval Authority	CEO
Date of Commencement	1 December 2016
Date for Next Review	
Related Legislation	Disability Inclusion Act 2014 Disability Inclusion Regulation 2014

Revision History

Note: Reviewed and rewritten policies and procedures took effect on 1 December 2016. For revision history prior to this date, contact the Company Secretary.

Review Date	Revision Details