



SYNOD OF SOUTH AUSTRALIA EASY READ DISABILITY ACCESS AND INCLUSION POLICY

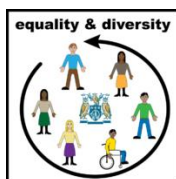


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Theology



Everyone is created equal in God's image.

Everyone's many skills contribute to each other.



Relating to people with disability is a mutual relationship.



We need to respond appropriately to the needs of people with disability.

Church members need to be open to being changed by people with disability.

Introduction



The Uniting Church wants to care, protect, and keep safe every one of its members.



The Synod of South Australia wants to provide a safe space for children and adults. In this space people can have a relationship with God and other people.

Safety



The Uniting Church wants to make sure people are safe and that their wellbeing is good.



Everyone has the right to protection, no matter your age, gender, race, culture, ability or social background.



Rights, Respect

Everyone deserves to be respected and valued.



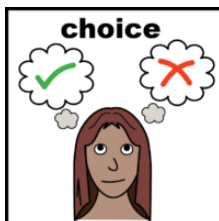
People with disability should have their voice, safety and wellbeing noticed in the culture and leadership of churches.



There should be easily accessible complaints processes. These should focus on the person and be informed by trauma experiences.



People with disability should be safe from abuse, violence and neglect. Safety is recognised by the church. Measures are understood by many people in the church.



People with disability can have choice and control. They can also have support to make decisions.

Child Safe Organisations



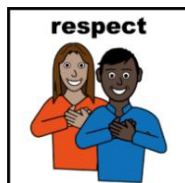
Safety and wellbeing is important at all levels in the church.



Children and young people are taken seriously and know their rights. They are also able to help make decisions that affect them.



People are informed and involved in keeping children safe.



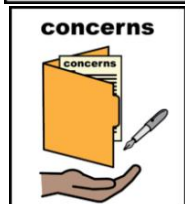
respect

A range of needs are respected in documents and actions. Children are treated with fairness.



cared for safely

People working with children and young people know how to keep children safe and protect their wellbeing.



concerns

Processes to respond to complaints and concerns are child focused.



training

People know how to keep children and young people safe. They have skills and awareness because of recent training.



no

Physical and online spaces minimise opportunities for children and young people to be harmed.



These principles are reviewed and improved often.



being safe

Documents and actions show how the Church is safe for children and young people.

Scope



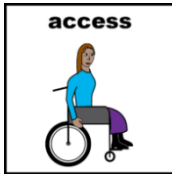
about everybody

This policy applies to the whole Uniting Church in South Australia.

Policy



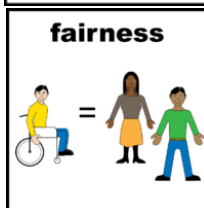
The Uniting Church in South Australia wants to create an environment without violence, abuse and neglect for people with disability.



They also want to have a community with theology and practices that are accessible for everyone.



They want to make sure that people with disability are treated fairly. They also want to make sure that their hopes and rights are noticed by other people.



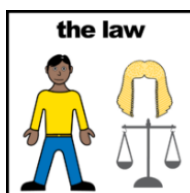
They want to advocate for justice and fairness in the wider community.



The more diverse and inclusive a church community is, the richer it will be.



Many people will face access and inclusion challenges at some point in their lives.



The Uniting Church in South Australia knows that there is legislation making disability discrimination against the law.



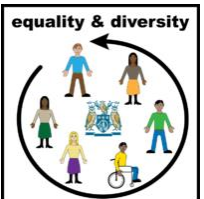
The Uniting Church in South Australia hopes for all the requirements of the Disability Inclusion Act to be met. They want to go further than the minimum access and inclusion standards as church finances allow.



People with disability have the same opportunities for employment in the Uniting Church of South Australia.



People with disability have the same opportunities for services and events within the Uniting Church in South Australia.



People with disability have the same opportunities in buildings and facilities of the Uniting Church of South Australia.



People with disability can have the same information that they can readily access.

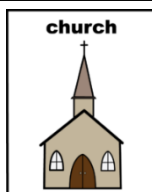


People with disability have the same opportunities to make complaints.

People with disability have similar opportunities to co-design, participate in, and contribute to any planning stage.



People with disability can contribute to and participate in church.



The Uniting Church in South Australia, and its churches, agencies, schools and colleges will develop an Access and Inclusion Plan: Disability. These will be specific to different situations, rules, and needs.

Terms and Definitions

Disability:



Idea can alter depending on what different societies are like.

Disability is not a medical condition. It is a result of negative attitudes or an unwelcoming environment with a person's condition. Take



apart these barriers rather than seeing disability as a problem to be fixed. Then people with disability can actively participate in society and enjoy all of their rights.

The UN Convention on the Rights of Persons with Disability does not restrict coverage. It

identifies persons with long-term physical, mental, intellectual, and sensory disability.

This does not restrict the Convention to these people, but also protects others, for example persons with short-term disability or who are recognised or seen to be part of such groups.



The Disability Discrimination Act 1992 (Australian Government) has a long definition of disability:

What is a Disability?

A disability is when someone has:

What it means



Lost some or all brain or body function



Lost part of their body



Something in their body causing sickness



Something that could make them sick



Body part not working properly, shaped differently, or looks different



Difficulty learning in the usual way



Mental health condition affects thinking, emotions, reality or behaviour

A disability may be:

-  Present now
-  Used to exist
-  Might happen in the future (e.g. family history)
-  Something others think someone has even if they don't



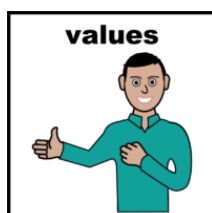
Note:

If a person behaves in a certain way because of their disability, that behaviour is considered part of the disability.

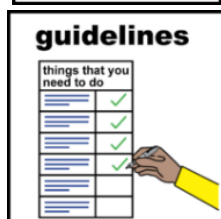


The Uniting Church in South Australia can change this policy.

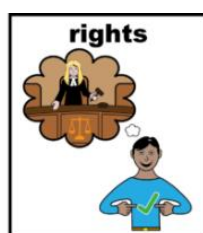
Related Documents



UCA Assembly People with Disability Overarching Principles 2024.



UCA Assembly Disability Access Guidelines March 2020



United Nations Convention on the Rights of Persons with Disability CRPD (The CRPD entered into force for Australia on 16 August 2008)



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(Some content has been generated by ChatGPT, August 2025 version. Most images from Learning Disability Service, 2025 [Image Bank - Learning Disability Service](#))