



## Access and Equity – Policy

SpringDale Neighbourhood Centre welcomes differences and values the individuality and uniqueness of every person wishing to access its facilities as a participant, trainee, volunteer, staff member, and tutor or committee member. The Centre actively supports access to all its services by the community without discrimination based on gender, race, ethnicity, age, disability, religion, sexuality or socio-economic circumstances.

SpringDale is committed to ensuring that everyone using the Centre in any way will receive the same range and choice of services, the same level and quality of service and that all people receive the support necessary to access SpringDale's resources.

SpringDale Neighbourhood Centre is open to all members of the community. All services are accessible to any individual or group in the community.

SpringDale Neighbourhood Centre expects committee members, staff, tutors, volunteers and participants to respect the right of all individuals in the community to have full access to services, planning, and decision-making processes of the Centre and to be treated equally in all contexts within the Centre.

The Committee and staff shall make conscious and continuous efforts to reduce barriers to access through considered planning, costing and timing of activities, information sessions and documents.

All activities and courses offered by SpringDale shall be provided at as low a cost as is practicable. Fundraising through other sources shall be actively sought to facilitate the provision of low cost activities for those most in need. No person in genuine need shall be refused access to programs and activities due to an inability to pay.

- SpringDale shall hold regular strategic planning and evaluation sessions involving the Committee of Management, Centre members and community participants with specific consideration of the needs of the local population and any disadvantaged groups within the community.
- Staff and committee shall participate in local community activities and networks to assess changes in local population and need.
- Activities, courses and programs planning and implementation shall specifically consider means of overcoming barriers to access e.g. lack of child care, cost, time of activities, language barriers including groups such as those of culturally and linguistically diverse background or those with special needs.
- Volunteer, tutors and staff training (on-site and specific training opportunities) will be provided to maintain awareness of access and equity in dealing with participants.

- Grant applications, fundraising and other income generating opportunities shall be actively sought to generate the financial capability to subsidize classes and activities for all participants.
- Courses, programs and activities will be promoted where possible using languages other than English and different media, graphics and promotional styles.
- The Coordinator shall work with agencies that have particular access to groups with special needs to provide access to Centre activities.
- The Coordinator and Committee will involve targeted groups and participants in the development and management of programs geared to their needs.
- The Committee of Management and coordinator will advocate to external agencies, funding bodies and government, alongside and on behalf of disadvantaged groups.