
Bendigo Regional YMCA Inclusion and Equity Policy

Best Practice Quality Areas 1 & 6
ACF Standard 5

OFFICE USE ONLY

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| Policy Number | | Version | 1 |
| Drafted by | JB | Approved by CEO on | 03.08.2017 |
| Responsible Person | CSM | Scheduled Review date | 03.08.2018 |

1. OBJECTIVES

This objective of this policy is to:

- ensure all adults and children at Bendigo Regional YMCA (BRYMCA) programs and services are treated equitably and with respect, regardless of their background, ethnicity, culture, language, beliefs, gender, age, socioeconomic status, level of ability, additional needs, family structure or lifestyle
- promote inclusive practices and ensure the successful participation of all adults and children at BRYMCA programs and services.

2. SCOPE

This Policy applies to all employees, volunteers, students, board members, consultants, contractors and other authorised personnel of BRYMCA.

3. POLICY

BRYMCA is committed to:

- acknowledging and respecting the rights of all adults and children to be provided with and participate in quality programs and services
- acknowledging and respecting Aboriginal culture, values and practice
- reducing the risks of abuse and harm to children and young people, ensuring all personnel, including volunteers and students, understand and adhere to the Safeguarding Children Young People Policy, Code of Conduct Policy, and Responding to Child Abuse and Allegations Policy
- creating an environment that supports, reflects and promotes equitable and inclusive behaviours and practices
- creating a sense of belonging for all adults, children, families and staff, where diverse identities, backgrounds, experiences, skills and interests are respected, valued and given opportunities to be expressed/developed
- ensuring that programs are reflective of, and responsive to, the values and cultural beliefs of people using our programs, and of those within the local community and broader society
- working to ensure no one is discriminated against on the basis of background, ethnicity, culture, language, beliefs, gender, age, socioeconomic status, level of ability or additional needs, family structure or lifestyle

- consistently updating and supporting the knowledge, skills, practices and attitudes of staff to encourage and ensure inclusion and equity
- complying with current legislation including the *Charter of Human Rights and Responsibilities Act 2006*, *Equal Opportunity Act 2010*, *Disability Act 2006* and *Racial and Religious Tolerance Act 2001*.

5. DEFINITIONS

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| Culture | The values and traditions of groups of people that are passed from one generation to another. |
| Disability | In relation to a person, refers to: <ul style="list-style-type: none"> a) a sensory, physical or neurological impairment or acquired brain injury, or any combination thereof, that: <ul style="list-style-type: none"> i) is, or is likely to be, permanent, and ii) causes a substantially reduced capacity in at least one of the areas of self-care, self-management, mobility or communication, and iii) requires significant ongoing or long-term episodic support, and iv) is not related to ageing, or b) an intellectual disability, or c) a developmental delay (Disability Act 2006 (Vic)). |
| Diversity | Refers to all characteristics that make individuals different from one another, including race, religion, language, ethnicity, beliefs, age, gender, sexual orientation, level of ability, additional needs, socioeconomic status, educational attainment, personality, marital and/or parental status, family structure, lifestyle and general life/work experience. |
| Equity | (In the context of human rights) is the behaviour of acting in a fair and just manner towards others. |
| Inclusion | The incorporation of children and families into the service to ensure that all individuals have an equal opportunity to achieve their maximum potential. |
| Inclusive practice | The provision of a flexible, innovative and responsive program that supports the learning needs and meaningful participation of all children attending the service. |
| Personnel | All BRYMCA Managers, Supervisors, Employees, Volunteers, Board Members and Consultants |

6. ROLES AND RESPONSIBILITIES

| Department/Area | Role/Responsibility |
|-------------------------------|---|
| All BRYMCA Personnel | <ul style="list-style-type: none">All Personnel are responsible for the daily implementation of the policy |
| BRYMCA Managers & Supervisors | <ul style="list-style-type: none">Are responsible for ensuring suitable resources and support systems to enable compliance with this policy.Will drive the consultation process and provide leadership and advice on the continuous improvement of the policy.Oversee the implementation and adherence to this policy (ie policy compliance). |
| CEO | <ul style="list-style-type: none">Policy Approval |

7. MONITORING, EVALUATION AND REVIEW

BRYMCA management team is responsible for formally reviewing and updating this policy every twelve months, in consultation with representatives from key stakeholder groups. Small changes and additions may be made outside of the formal review to ensure the policy remains relevant and current. We retain records of each review undertaken. Such records may include minutes of meetings and documentation of changes to policies and procedures that result from a review.

Managers and Supervisors are responsible for ensuring compliance with this policy, including sharing this policy with existing and new employees and volunteers.

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8 SUPPORTING DOCUMENTS (PROCEDURES, LEGISLATION, FORMS, WORK PRACTICES)

- Charter of Human Rights and Responsibilities Act 2006
- Equal Opportunity Act 2010
- Disability Act 2006
- Racial and Religious Tolerance Act 2001
- BRYMCA Safeguarding Children and Young People Policy
- BRYMCA Code of Conduct
- BRYMCA Responding to Child to Abuse Reports and Allegations Policy
- Child Safe Standards
- BRYMCA Privacy and Confidentiality Policy