

COUNCIL POLICY

COMMUNITY DEVELOPMENT – DIVERSITY AND INCLUSION		Adopted by Council:	09/02/11
		Approval by EMT:	
		Review Date:	
Responsible Officer/Directorate	SER	(insert date of each review)	July 2012 (Format revision only), 09/04/14

1. PURPOSE

The purpose of the policy is to record Council’s commitment to the principles of diversity and inclusion.

This policy identifies that the Southern Grampians Shire Council is committed to ensuring that the community is accessible for and inclusive of all members of the community and visitors

Council considers an accessible and inclusive community as one in which people with disabilities, their families and carers, and people from diverse backgrounds and cultures can access and are welcomed to participate in all Local Government functions, facilities and services in the same manner and with the same rights and responsibilities as other members of the community.

Council recognises that all members of the community are valued and make a variety of contributions to local, social, economic and cultural life. Council also believes that a community that recognises diversity and supports the participation and inclusion of all its members makes for a richer community.

The Southern Grampians Shire Council Diversity and Inclusion Policy will:

- Provide the fundamental principles and strategies to ensure that the Southern Grampians Shire is a diverse and inclusive community.

The following principles will underpin the SGSC Diversity and Inclusion Policy:

- Participation – the act of taking part or sharing in something
- Acceptance – the act or process of accepting
- Equity - fairness: actions, treatment of others, or a general condition characterised by justice, fairness, and impartiality
- Social Justice - the values of fairness, equality, respect for diversity, access to social protection and the application of human rights in all spheres of life, including in the workplace.¹

¹ www.un.org: ‘Lack of Social Justice Anywhere Is Affront to Us All.’

- Inclusive communities are strengthened by the diversity of their population and the contribution they make

2. POLICY STATEMENT

Local government has an important role to play in leading the community to be inclusive of all residents in all spheres of life. The Diversity and Inclusion Policy is to be implemented across all Council Divisions and Departments and its work with the community and business sector can impact on a whole of community response to inclusiveness.

3. GENERAL GUIDELINES

The Southern Grampians Shire Council is committed to providing equal and inclusive services, facilities, works, programs and employment practices thereby ensuring that within reason:

- Council's planning and service delivery takes into account the needs of all people in the community.
- All people have access to quality services and opportunities without discrimination.
- All residents feel supported and welcome to fully participate in Council services, programs and planning.
- All people within the shire can enjoy a secure and quality lifestyle, cultural and economic opportunities, and a sense of community.
- People of all backgrounds and abilities have the opportunity to achieve their potential and participate fully in the community.

4. RELEVANT COUNCIL PROGRAMS AND PLANS

The Southern Grampians Diversity and Inclusion Policy is supported by the following Council Committees, Programs and Plans:

- Community Inclusion Advisory Committee/Plan
- Rural Access Program
- Inclusive Leisure Initiative
- Health and Wellbeing Plan
- Hamilton Structure Plan
- Council affiliation with Companion Card and Carer Card
- And other related programs and documents

5. RELATED LEGISLATION

This Diversity and Inclusion Policy is based on current and previous relevant Commonwealth and State Government Legislation which includes:

- The Disability Act 2006 (VIC)
- The Victorian Charter of Human Rights and Responsibilities 2006 (VIC)
- Access and Inclusion Policy (Version 1.2) Page 4 of 4
- The Racial and Religious Tolerance Act 2001 (VIC)

- The Racial Hatred Act 1995 (CTH)
- The Human Rights (Sexual Conduct) Act 1994 (CTH)
- The Disability Discrimination Act 1992 (CTH)
- The Privacy Act 1988 (CTH)
- The Equal Employment Opportunity (Commonwealth Authorities) Act 1987 (CTH)
- The Affirmative Action (Equal Opportunity Commission) Act 1986 (CTH)
- The Human Rights and Equal Opportunity Commission Act 1986 (CTH)
- The Sex Discrimination Act 1984 (CTH)
- A Fairer Victoria 2005
- Social Inclusion Agenda 2009 – (CTH)

END