



Social Inclusion Policy

Reference Number:	4.36
Type:	Council Policy
Category:	Safety & Community
Relevant Community Plan Outcome:	<ul style="list-style-type: none"> • Provide accessible social infrastructure and services that engage our diverse community. • Be bold and innovative in our practices, leadership and decision making. • Support and enable local business prosperity and growth. • Facilitate an environment for a diversity of business and industry types. • Enhance the quality and diversity of open and public spaces.
Responsible Officer(s):	Social Inclusion Coordinator
First Issued/Approved:	7 March 2016
Minutes Reference:	CoS 5/03/2017, Item 3.12
Last Reviewed:	March 2018
Next Review Due:	March 2020
Applicable Legislation:	<p>The Universal Declaration of Human Rights (UDHR) December 1948 (United Nations)</p> <p>Australian Human Rights Commission Act 1986</p> <p>Equal Opportunity Act 1984</p> <p>Disability Discrimination Act 1992</p> <p>Development Act 1993</p> <p>Age Discrimination Act 2004</p> <p>Racial Discrimination Act 1975</p> <p>Sex Discrimination Act 1984</p> <p>Local Government Act 1999</p> <p>Australian Citizenship Act 2007</p> <p>The National Disability Insurance Scheme Act 2013</p> <p>National Mental health Policy 2008</p> <p>Marriage Act 1961</p> <p>National Indigenous Reform Agreement – Closing the Gap (Council of Australian Governments – COAG)</p>

Related Policies:	Cultural Diversity Policy Ageing in Charles Sturt Policy Child Safe Environment Policy Library Policy Play Space Policy Breastfeeding Policy Youth Policy Children and Vulnerable Persons Policy Gambling Awareness Policy Public Consultation Policy
Related Procedures:	SA Strategic Plan National Disability Strategy 2010-2020 DCSI Strategic Plan 2014-2018 Department for Communities and Social Inclusion (SA) City of Charles Sturt Community Plan 2016-2027 City of Charles Sturt Open Space Strategy City of Charles Sturt Regional Health Plan 2014-2019

1. Purpose

Our city is a vibrant and welcoming place that values the diversity of all people, ideas, perspectives and stories. This policy aims to underpin Council's commitment to Social Inclusion for all its citizens by encouraging participation, equity, dignity and respect. This means not only eliminating physical and economic barriers to accessibility and inclusion, but also closing the social and psychological distances that can often divide us into 'us' and 'them'.

2. Scope

This policy is applicable to Elected Members, staff volunteers and is a guide for our citizens and visitors.

3. Policy Statement

A socially inclusive community is one where all people feel valued, their differences are respected and their basic needs are met. It is a community where people can live in dignity and participate as they choose to in line with their rights as a full and equal member of society, free from discrimination and disadvantage. Most importantly, a socially inclusive community is one where all citizens feel like they belong.

This policy aims to:

- Lead by example and advance the City of Charles Sturt as a welcoming and diverse place that is inclusive, connected, accessible and progressive.
- Embrace core multiculturalism principles of unity through diversity.
- Guide our Elected Members, staff and volunteers to always consider the special needs and aspirations of its citizens through all council deliverables and practices. Develop social awareness of our Elected Members, staff and volunteers by providing relevant training and volunteering opportunities.
- Ensure that recruitment and employment opportunities are inclusive and impartial.
- Build and strengthen relationships, networks and partnerships via addressing isolation and exclusion by supporting people who may be unable to help themselves.
- Provide inclusive opportunities for participation for vulnerable and disadvantaged communities and individuals.
- Underpin a “Universal Design” approach for the design of places, items, programs and communications to be accessible to the widest range of people.
- Align to the aspirations of the Universal Declaration of Human Rights and the listed applicable Australian legislation.

Definition	Significance
The Universal Declaration of Human Rights (UDHR) December 1948 (United Nations)	Throughout history, humanity has struggled for rights and freedoms. Following the horrors of the Second World War the Universal Declaration of Human Rights was adopted in December 1948 and was the first internationally agreed affirmation.