



Social Inclusion Policy

Reference Number:	4.36
Type:	Council Policy
Category:	Safety & Community
Relevant Community Plan Outcome:	<ul style="list-style-type: none">• A well-designed urban environment that is adaptive to a diverse and growing City• In our City no one gets left behind; everyone has access to quality resources, services, programs, information and social infrastructure to fully participate in their community• Charles Sturt is made up of strong and vibrant communities; we celebrate our identity, heritage and cultural diversity. People feel a sense of belonging, inclusion and social connectedness• City assets and infrastructure are developed and enhances on a strategic and equitable basis in collaboration with local communities and other relevant parties, including industry and government• Support diverse events and experiences that bring people together and contribute to the history, culture and virality of our neighbourhoods• Local businesses and entrepreneurial activities flourish through the support, engagement and relationships that are developed and maintained• Our values, leadership and collaborative approach are bold and courageous and enables us to deliver value for our Community and create a leading liveable City• The management of our city is progressive, responsive and sustainable to ensure a united and unique place for future generations
Responsible Officer(s):	Social Inclusion Coordinator
First Issued/Approved:	7 March 2016
Minutes Reference:	CoS 2/05/2022, Item 4.14
Last Reviewed:	May 2022
Next Review Due:	May 2024

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>Disability Inclusion Act 2018 (SA)</p> <p>Children and Young People (safety) Act 2017</p> <p>Development Act 1993</p> <p>The South Australian Multicultural and Ethnic Affairs Commission Act 1980</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:	<p>Ageing in Charles Sturt Policy</p> <p>Child Safe Environment Policy</p> <p>Library Policy</p> <p>Play Space Policy</p> <p>Breastfeeding Policy</p> <p>Youth Policy</p> <p>Children and Vulnerable Persons Policy</p> <p>Gambling Awareness Policy</p> <p>Public Consultation Policy</p>
Related Procedures:	<p>Australia's Disability Strategy 2021-2031</p> <p>Inclusive SA -State Disability Inclusion Plan 2019–2023</p> <p>City of Charles Sturt Disability Access and Inclusion Plan 2021-2025</p> <p>City of Charles Sturt Community Plan 2020-2027</p> <p>City of Charles Sturt Open Space Strategy 2025</p> <p>City of Charles Sturt Public Health Plan 2020-2025</p>

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, employees, 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 Interculturalism principles of unity through diversity.
- Guide our Elected Members, employees 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, employees 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, address isolation and exclusion by advocating and supporting those within our community who may be unable to thrive due to complex barriers in their individual circumstances.
- Provide inclusive opportunities for participation through a strengths based approach.
- Underpin a “Universal Design” approach for the design of places, programs, activities and communications to be inclusive 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.
Interculturalism	Interculturalism is a new terminology that describes societies where there is an understanding and respect for all cultures. It reflects more dynamic inclusion between culturally and linguistically diverse groups, from which all of society benefits. An intercultural society can be achieved through proactive multicultural policies.