



# Inclusion Policy

## PURPOSE AND SCOPE

- To ensure that all people who access or have contact with the Easy iCare Pty Ltd are to be treated equitably and with respect.
- To ensure the inclusion of all people regardless of their background, ethnicity, culture, language, beliefs, gender, age, sexual-orientation, socioeconomic status, level of ability, additional needs, family structure or lifestyle.
- To promote inclusive practices and ensure the successful participation of participants in the community to reach their goals and aspirations.
- This policy applies to Easy iCare Pty Ltd's staff and management.

## POLICY

Easy iCare Pty Ltd is committed to demonstrating holistic and strengths-based approaches to service delivery that strives to ensure that each participant feels respected, supported and included in their community, and at Easy iCare Pty Ltd.

Easy iCare Pty Ltd is committed to social inclusion and community participation in the delivery and expansion of services to participants who are disadvantaged and work in partnership with the community, Aboriginal and Torres Strait Islander people, culturally and linguistically diverse groups, people with different sexual-orientations and those with disabilities.

Easy iCare Pty Ltd is committed to strong and lasting partnerships to minimise disadvantage amongst these groups.

Easy iCare Pty Ltd will uphold and promote the legal and human rights of all people.

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Authorised by	Karl Jenkins (Director)	Review Date	26/2/19
Author/Reviewer	Kerry Bolton (Safety & Compliance Manager)		
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Easy iCare Pty Ltd will treat all people with courtesy, dignity and recognise their human rights to self-determination and privacy.

Easy iCare Pty Ltd will follow the principles and promotion of inclusion. Staff will be trained to follow these principles and promotion strategies.

## Community Participation and Integration

Community participation is a practice place's people at the heart of all activities. This participation is carried out by people and with people, rather than on people or to people...Community participation also known as community engagement or community action.

This participation may include:

- Education
- Shopping
- Work
- Social activities
- Volunteering or joining clubs or groups
- Interacting with others; with similar interests.

Factors that affect this may include:

- Poverty
- Disability
- Societal – such as distance, physical accessibility of buildings, transport experience and interests).

Easy iCare Pty Ltd will seek networks and community linkages to develop, enhance and support these activities.

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## Easy iCare Pty Ltd principles of approach to social inclusion

Easy iCare Pty Ltd will ensure that their services make the most of their participant's strengths, including the strengths and community links that enhance the social inclusion of Aboriginal and Torres Strait Islander peoples and people from other cultures.

Easy iCare Pty Ltd will provide services that meet the aspirations and goals of the participant for inclusion in the community.

Easy iCare Pty Ltd will work with the community to actively encourage the participant to participate in various activities including employment, education, sporting activities, cultural events, and any relevant activities.

Easy iCare Pty Ltd is committed to building relationships with key stakeholders, including Government, organisations and communities working together to get the best result for their participants.

Easy iCare Pty Ltd will ensure that their services are tailored to ensure that they are meeting their participant's needs in a flexible way, acknowledging that each person's needs are different.

Easy iCare Pty Ltd will give a high priority to providing early intervention and prevention towards each participant's situation, thus heading off problems by understanding the root causes and intervening early.

Easy iCare Pty Ltd will undertake Cultural Competence training for staff to increase knowledge and strategies of working in an inclusive manner.

### Easy iCare Pty Ltd promotes inclusion by:

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- Working closely with a network of health and allied health professionals to be able to support the holistic needs of our participants.
- Building effective partnerships with participants and their families and support people to discuss and build on shared priorities and the participant's individual needs and goals.
- Focused efforts on building social inclusion and participation opportunities within the range of services provided.
- Providing information on community events and other relevant networks that meet participant's needs and identified goals.
- Working within the participant's networks and supports including childcare, kinder, school or home environments, which allows Easy iCare Pty Ltd to assist the participant to foster relationships and participate in familiar surroundings.
- Having a community linkages policy that outlines the ways in which Easy iCare Pty Ltd will work with other communities for the betterment of their participants.
- Operating within the Easy iCare Pty Ltd equity and access policy to ensure all people can access our service.

## REFERENCES

- Human Rights and Equal Opportunity Commission Act 1986
- Disability Discrimination Action 1992 (Commonwealth)
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Privacy Act (1988)
- NDIS Practice Standards and Quality Indicators 2018

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