

Diversity and Social Inclusion Policy

SUMMARY

Our LSC&PH organisational vision embraces the inherent benefit derived from acknowledging and valuing diversity in the delivery of our programs and activities. This policy, along with our vision, seeks to recognise and celebrate diversity in gender, age, ethnicity, religious or cultural background, disability, marital or family status, sexual orientation, gender identity and other areas of potential difference.

LSC&PH’s Board is committed to ensuring that diversity and social inclusion principles are integrated with, and underpin, all aspects of our programs and activities. A key requirement of this is raising the awareness of and developing the capacity of our employees, members, volunteers and contractors to support an environment in which everyone is treated fairly and with respect.

1. INTRODUCTION

a. Purpose

The purpose of the Lord Somers Camp and Power House (LSC&PH) Diversity and Social Inclusion Policy is to support and facilitate an inclusive organisational culture that aligns with our vision of *a stronger, more inclusive society, created through service to others.*

b. Responsibility

This policy applies to all people who work or volunteer for, are members of, or represent Lord Somers Camp and Power House. Employees and executive teams must ensure that this policy is applied within their programs and activities. Everyone is responsible for contributing towards an inclusive organisational culture. Other LSC&PH policies and documents which should be read in conjunction with the Diversity and Social Inclusion Policy include: Code of Conduct; Client Protection Policy; Reconciliation Action Plan; Social Media Policy and Privacy Policy.

c. Definitions

Employee means any person employed by Lord Somers Camp and Power House.

Executive Team means a leadership team for a specific LSC&PH program or activity. Specific members/ roles of an Executive Team are at the discretion of the Program or Activity Leader.

A **leader** is any person (paid or unpaid) over the age of 18 who is responsible for the control and safety of members/volunteers placed in their care whilst holding a formal position in Lord Somers Camp and Power House. A leader could include but is not limited to:

- Camp Leaders
- Deputy Camp Leaders
- Executive Officers
- Programs Leader
- Slushie King & Slushee Queen
- Heads of Departments

A **member** is any person who has a current membership subscription to LSC&PH, including various life memberships, term membership or honorary life membership.

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Volunteers are any Non-Members who attend LSC&PH activities as a member of the camp's staff under direction of a Camp Leader.

2. DIVERSITY AND SOCIAL INCLUSION IN LSC&PH

Diversity and Social Inclusion were fundamental to the origins of LSC&PH in 1929. Our Founder, Lord Somers, was committed to uniting a diverse and fractured community and the eradication of prejudice, misunderstanding and intolerance. Back then, a primary focus of diversity was socio-economic difference, so the goal was to promote social cohesion by introducing people from different social classes and providing them with a life-changing experience that would help them challenge and heal divisions between classes.

Over time, diversity (and its awareness) has evolved. Diversity now gives greater recognition to gender, age, ethnicity, religious or cultural background, disability, marital or family status, sexual orientation, gender identity and other areas of potential difference.

It is however not sufficient to just bring a diverse mix of people together through our programs and activities; it is about creating an organisational culture that embraces diversity to foster learning and connection between our members and volunteers and the community we serve. Inclusion enables us to strive to have all people respected and valued, not just for their abilities, but also for their differences, unique qualities and perspectives. Building an inclusive culture also supports our organisation to maintain relevance and be adaptive within a rapidly changing context.

Diversity within our communities and society and the importance of inclusion is increasingly recognised and celebrated. We are striving to stay true to Lord Somers’ original vision of ‘breaking down artificial social barriers within our society’ by promoting inclusion of all.

Exclusion on account of any attribute linked to diversity and identity can have a negative impact on individuals, organisations and communities. Whereas a sense of inclusion can help individuals, organisations and communities reach their full potential and function.

3. ALIGNMENT WITH VISION AND VALUES

The LSC&PH vision and values underpin the LSC&PH Diversity and Social Inclusion Policy and combined with our Code of Conduct, help guide our conduct, actions and decisions when involved in LSC&PH programs and activities.

Diversity and social inclusion are embedded in our vision of ‘a stronger, more inclusive society created through service to others’.

Two of our Organisational values are inherently linked to inclusion:

Acceptance – We accept other people, their values and their differences. We offer equality of opportunity.

Belonging – We provide a place where everyone can belong regardless of gender, age, culture, sexuality or ability.

4. SUPPORTING DIVERSITY AND SOCIAL INCLUSION

In order to support the implementation of this policy and the continuous strengthening of an inclusive organisational culture; LSC&PH will:

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- Continue to build on and expand our suite of programs, activities and events which promote social inclusion
- Ensure individuals are provided with equal opportunity, while also creating opportunities for groups that may be disadvantaged
- Emphasise the accountability of our leaders to foster an inclusive culture where individual difference is understood, respected and valued
- Foster a culture which supports and respects the values and needs of all individuals regardless of individual difference.
- Ensure acknowledgement and compliance by employees, members and volunteers with the LSC&PH Social Media Policy and Code of Conduct, specifically the requirements to:
 - Treat others with courtesy and respect during all interactions related to LSC&PH activities
 - Contribute to an environment in which different opinions, perspectives and cultures are valued and encouraged
 - Consider how individual conduct might reinforce inappropriate stereotypes based on gender, race, age, political or religious belief, sexuality and any other discriminatory ground, and refrain from such conduct
- Provide diversity and social inclusion training and education opportunities for leaders, members, employees and volunteers involved in implementing our programs and activities
- Ensure recruitment and selection processes across all levels of LSC&PH are structured so that a diverse range of candidates are encouraged and considered
- Actively review organisational policies, programs and activities against diversity and social inclusion objectives
- Ensure this policy is acknowledged and understood by employees, members and volunteers commencing employment or undertaking leadership positions during an induction process
- Ensure this policy is made publicly available on the LSC&PH website
- Maintain and implement effective mechanisms for reporting, investigating and responding to actions or behaviours deemed contrary with this Policy.

The LSC&PH Inclusion Working Group provides guidance, advice, and training to the organisation to support the implementation of this policy. The Inclusion Working Group reports to the LSC&PH Programs and Activities Committee, which is a Sub-Committee of the LSC&PH Board.

5. BREACHES OF POLICY

Any actions or behaviours deemed contrary to this policy, or any other policy, will be dealt with and may result in disciplinary action being taken, which may include a member’s suspension or expulsion in accordance with Clause 47.1 of the LSC&PH Constitution. Reporting and Investigation procedures are included in the LSC&PH Code of Conduct.

6. SUPPORTING POLICIES

There are a number of LSC&PH policies which support or relate to the Diversity and Social Inclusion Policy including, but not limited to:

- Code of Conduct
- Client Protection Policy
- Reconciliation Action Plan

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- Privacy Policy
- Social Media Policy

7. REVIEW OF POLICY

This policy will be reviewed every two years by the Programs and Activities Committee with support from the Inclusion Working Group, or sooner if warranted by internal or external events or changes. Changes to the policy will be recommended for resolution by the LSC&PH Board.

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