

YMCA Geelong - PARTICIPATION AND INCLUSION POLICY



OFFICE USE ONLY

Policy Number	Date Approved	Date Last Amended	Status
YG 130-G	24/06/2014	17/07/2014	APPROVED

1. PARTICIPATION AND INCLUSION POLICY

2. INTRODUCTION

YMCA Geelong aims to build strong and vibrant communities. Strong communities are responsive and collaborative, equitable, inclusive and encourage participation. Inclusive communities are strengthened by the diversity of their populations and the contribution they make.

This policy outlines the YMCA's commitment to promote participation and inclusion through programs and services, planning and reporting processes, marketing and communications, and volunteer and employment opportunities. YMCA Geelong's commitment to Gymnastics Victoria's Inclusive Club Plan has informed this policy and seeks to identify and remove barriers to participation in all aspects of the YMCA and aims to positively change attitudes and practices.

3. DEFINITIONS

Participation

Participation is the right and the choice of individuals to have a 'share in' or 'to take part in'.

Within a community context this involves equitable and active involvement in community and the ability to participate (opportunity, choice, and capability) to:

Learn – participate in education and training

Work – participate in employment, unpaid or voluntary work

Engage – connect with people, use local services and participate in local, cultural, civic and recreational activities

Have a Voice – influence decisions that affect them; and

Belong – being part of a social network and a community makes people feel valued and included and has a strong protective effect on health and wellbeing.

Inclusion

Inclusion is about ALL of us living full lives. Inclusion treasures diversity and builds community.

The vision of a socially inclusive society is one in which all Australian's feel valued and have the opportunity to participate fully in the life of our society. ***A Stronger, Fairer Australia – Commonwealth Government 2010***

VicHealth defines a socially inclusive society as one 'where all people feel valued, their differences are respected, and their basic needs are met so they can live in dignity. Social exclusion is the process of being shut out from the social, economic, political and cultural systems which contribute to the integration of a person into the community.'

Access

Access refers to the opportunity all people have to engage independently with their environment. The basic requirement of good access is that the physical, sensual, information and attitudinal environments are barrier-free.

The term 'access' refers to any outcome that is achieved by the removal of 'barriers' or obstacles that may impede an individual's rights to participate in their community.

4. SCOPE

The Participation and Inclusion Policy applies to YMCA Geelong Inc. and associated clubs.

YMCA Geelong supports the approach that inclusion and participation is a fundamental objective of all areas of operation. These include, but are not limited to:

- Training and Employment Services
- Volunteering
- Governance
- Programs and Services
- Community Recreation
- Community Strengthening
- Camping and Outdoor Education
- Youth Development and Leadership
- Financial Management
- Communication and Marketing
- Human Resource Management
- Risk Management

By providing and supporting opportunities for participation YMCA Geelong is well positioned to positively impact the quality of life of thousands of Geelongns every year. This Policy aims to meet YMCA Geelong and the community's needs in order to achieve the overall policy objective of **Participation, Inclusion and Connection.**

YMCA Geelong aims to enhance access and inclusion to all members of the community which we serve, regardless of age, gender, ability, health, race, culture, religion, sexuality and background. This policy specifically identifies population groups experiencing social exclusion including but not limited to:

- Low socio-economic populations
- Aboriginal and Torres Strait Islanders
- Cultural and linguistically diverse and newly arrived populations
- Regional and remote communities
- Sole parent families
- Young people
- Older adults
- People with a mental illness
- People with a disability
- Impairment due to a medical condition, illness or injury

5. POLICY

With the Y, everyone can....be healthier, happier and connected to their community; and help those who are not.

YMCA Geelong has a legal, moral and Mission-driven responsibility to be inclusive of all people. YMCA Geelong is committed to optimising participation by providing opportunities and environments that are welcoming and inclusive. Respect for each and every individual is paramount and diversity is valued.

6. ROLES AND RESPONSIBILITIES

Department/Area	Role/Responsibility
Program Co-ordinators/ Managers	Be responsible to implement and monitor the relevant tasks in the required to ensure an inclusive environment and respond in an appropriate and timely manner to any participation and inclusion issues in their local community.
Staff and Volunteers	YMCA Leaders (staff and volunteers) will be ambassadors/advocates for health, happiness, inclusion and connection in their local community
Governance	Board will be responsible for compliance with related legislations, regulations and standards.

7. MONITORING, EVALUATION AND REVIEW

- The Participation and Inclusion Policy will be monitored on a quarterly against the Key Performance Indicators.
- The Participation and Inclusion Policy and Action Plans performance will be reported to the Board through monthly reporting structures.
- Policy Review to occur with consultation with Board every three years.

8. SUPPORTING DOCUMENTS

(LINKS TO PROCEDURES, LEGISLATION, FORMS, WORK PRACTICES)

The Participation and Inclusion is linked with a number of existing policies, strategies and pieces of work including Program Principles and YMCA Geelong's benevolent activities.

The Participation and Inclusion Policy demonstrates the YMCA's compliance with related legislations, regulations and standards including, but not limited to:

International Law

- The Universal Declaration of Human Rights 1948
- International Covenants on Civil and Political Rights 1966
- Economic, Social and Cultural Rights 1966,
- The Convention on the Rights of the Child 1989
- The Universal Declaration on Cultural Diversity 2001
- The United Nations Convention of the Rights of Persons with Disabilities

Federal Government Legislation and Standards

A Stronger, Fairer Australia – a new social inclusion strategy 2010

- The Disability Discrimination Act 1992
- The Disability Act 2006
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984

- Aboriginal and Torres Strait Islander Heritage Protection Act 1984
- Human Rights and Equal Opportunity Commission Act 1986
- Equal Opportunity for Women in the Workplace Act 1999
- Age Discrimination Act 2004.

State Government Legislation and Standards

- The Victoria Charter of Human Rights Act 2006
- The Victorian Equal Opportunity Act 2010
- The Victorian State Disability Plan 2002-2012
- Racial and Religious Tolerance Act 2001
- Multicultural Victoria Act 2004

Internal Policies

- Occupation Health and Safety

Approved by: YMCA Geelong Board

Meeting number and date: 24/06/2014

Resolution number:

Effective date:24/06/2014

Review date: 24/06/2017

Policy Owner: CEO

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Amendment history:

Version	Date	Author	Change Description
V1	11/02/2014	Shona Eland	Uploaded to YMCA Geelong Policy Template included scope, monitoring and evaluation clauses.
V2	17/07/2014	Shona Eland	Updated Clauses 7

As adopted by the YMCA of Geelong on 24/06/2014



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